

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY OF LAS VEGAS

&

INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS

Non Supervisory

June 24, 2012 – June 25, 2016



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1 **AN AGREEMENT BETWEEN**
2 **THE CITY OF LAS VEGAS, NEVADA**
3 **AND THE**
4 **INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1285**
5 **NON-SUPERVISORY**
6 **JUNE 24, 2012 TO JUNE 25, 2016**

7 **PREAMBLE**

8 WHEREAS, the City is engaged in furnishing essential public services vital to
9 the health, safety and welfare of the population of the City; and

10 WHEREAS, both the City and its employees have a high degree of
11 responsibility to the public in so serving the public without interruption of essential
12 services; and

13 WHEREAS, both parties recognize this mutual responsibility, they have
14 entered into this Agreement as an instrument and means of maintaining the existing
15 harmonious relationship between the City and its employees, and with the intention
16 and desire to foster and promote the responsibility of a sound, stable, and peaceful
17 labor relations between the City and its employees; and

18 WHEREAS, the parties have reached an understanding governing the
19 conditions of employment which shall prevail;

20 NOW, THEREFORE, the parties do agree as follows:
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ARTICLE 1 - RECOGNITION

A. The City of Las Vegas (hereinafter called the "City") recognizes the International Association of Firefighters, Local No. 1285, (hereinafter called the "Union") as the exclusive bargaining agent for the Fire Department employees listed below for the purpose of collective bargaining as set forth in Nevada Revised Statutes (NRS), Chapter 288.

B. Persons in the following classifications are included within the Non-Supervisory bargaining unit.

- Fire Equipment Mechanic Foreman
- Fire Equipment Mechanic I/II/III
- Fire Communications Training Specialist
- EMS Field Coordinator
- Fire Equipment Service Technician
- Fire Communications Technician I/II
- Chief Communications Specialist
- Senior Communications Specialist
- Communications Specialist
- Fire Investigator I/II
- Fire Prevention Inspector Supervisor
- Fire Prevention Inspector I/II
- Assistant Fire Protection Engineer
- Fire Training Officer
- Public Fire Education Officer
- Fire Captain

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- 1 Fire Engineer
- 2 Firefighter
- 3 Firefighter Trainee
- 4 Firefighter/Paramedic
- 5 Fire Training Specialist
- 6 EMS Quality Improvement Coordinator
- 7 Communications Quality Improvement Coordinator
- 8 *Firefighter/Rescueman
- 9 *Duty pay at five percent (5%) above Firefighter salary.
- 10

1 **ARTICLE 2 - NON-DISCRIMINATION**

2 A. The City and the Union agree not to discriminate against any member
3 for his/her activity on behalf of, or membership in, the Union.

4 B. It is further agreed that the City and the Union will comply with all
5 applicable federal laws and executive orders pertaining to non-discrimination
6 and equal employment opportunity.
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1 **ARTICLE 3 - EMPLOYEE RIGHTS**

2 A. The City and the Union agree that employees eligible for membership
3 in the Union shall have the right to freely join, resign from, and/or assist the Union.
4 The freedom of such employees to assist the Union shall be recognized as extending
5 to participation in the management of the Union during non-work hours in the
6 capacity of a Union officer or representative. However, it is understood that the Union
7 President may work on Union business during station standby time.

8 B. There will be no change in any matter covered by this Agreement
9 without the mutual consent of the parties.

10 C. There will be no change in any matter within the scope of bargaining
11 without negotiations as required by NRS 288.

12 D. Nothing in this Article shall abrogate or diminish the rights of the City
13 under the Management Rights Article of this Agreement.
14

1 **ARTICLE 4 - CITY MANAGEMENT RIGHTS**

2 A. Those subject matters which are not within the scope of mandatory
3 bargaining and which are reserved to the City without negotiations (except as
4 modified by the terms of this Agreement) include:

5 1. The right to hire, direct, assign or transfer an employee, but
6 excluding the right to assign or transfer an employee as a form of discipline.

7 2. The right to reduce in force or lay off any employee because of
8 lack of work or lack of funds, subject to Paragraph (t) of Subsection 2 of NRS
9 288.150.

10 3. The right to determine:

11 a. Appropriate staffing levels and work performance
12 standards except for safety considerations;

13 b. The content of the workday, including without limitation
14 workload factors, except for safety consideration;

15 c. The quality and quantity of services to be offered the
16 public;

17 d. The means and methods of offering those services.

18 4. Safety of the public.

19 B. Notwithstanding this Agreement, the City is entitled to take whatever
20 actions may be necessary to carry out its responsibilities in situations of emergency
21 such as riot, military action, natural disaster, or civil disorder. Such actions may
22 include the suspension of any collective bargaining agreement for the duration of the
23 emergency. Any action taken under the provisions of this subsection shall not be
24 construed as a failure to negotiate in good faith.

1 C. The City shall have the ultimate right and responsibility of the local
2 government employer to manage its operation in the most efficient manner consistent
3 with the best interests of all its citizens, its taxpayers and its employees.

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ARTICLE 5 - UNION BUSINESS LEAVE

A. Effective July 14, 2009, the Union shall be authorized one hundred twenty (120), twenty-four (24) hour shifts of administrative leave annually. If utilizing shifts less than a 24 hour shift, those shifts will be counted hour for hour to fill a 24 hour shift. (Example: 3 eight hour shifts = one 24 hour shift). If the Union has not totally expended these 120 shifts of leave, they will be rolled over July 1 of every successive year. These rollover hours will not exceed a 240 shift maximum accrual. This paid administrative leave may be used by eligible members for official union business as defined by IAFF Local 1285. Any employee approved for the use of administrative leave by the Union must follow all Las Vegas Fire and Rescue Rules, Regulations and Standard Operating Procedures for requesting approval for leave from duty. Those employees and department supervisors will also be responsible for properly executing all payroll and time and attendance records related to the use of administrative leave.

B. In addition, three members of the Union Negotiating Committee may be granted leave from duty with full pay for all meetings between the City and the Union for the purpose of renegotiating the terms of this Agreement, when such meetings take place at a time during which such members are scheduled to be on duty.

C. Two members of the Union Grievance Committee may be granted leave from duty for all meetings between the City and the Union for the purpose of processing grievances, when such meetings take place at a time during which such members are scheduled to be on duty.

1 D. Whenever department strength permits, Union officials, or their
2 designated representatives, may be granted leave from duty with or without pay for
3 any reasonable and just cause as may be determined and granted by the Fire Chief.

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1 **ARTICLE 6 - DUES AND OTHER PAYROLL DEDUCTIONS**

2 A. The City agrees to deduct from and reflect on the paycheck of each
3 employee within the bargaining unit who has signed an authorized payroll deduction
4 card such amount as the employee should designate as his Union dues and so
5 certified by the Treasurer of the Union. Such funds shall be remitted by the City to the
6 Treasurer of the Union within thirty (30) days after such deductions.

7 B. The Union shall indemnify and hold the City harmless against any and
8 all claims, demands, suits, and all other forms of liability which shall arise out of or by
9 reason of action taken (or not taken) by the City at the written request of the
10 Treasurer of the Union under the provisions of Section A above.

11 C. Dues deduction authorization shall be irrevocable for a period of
12 one (1) year and automatically renewed each year thereafter commencing October 1,
13 except that authorization may be withdrawn by an employee during a period of twenty
14 (20) days each year ending October 20. Such provision will appear on the
15 Membership Application and Dues Deduction Authorization Card. If dues deduction
16 authorization is not revoked during such period, it shall continue for the balance of the
17 contract year or upon termination of employment.

18 D. Upon written authorization to the City from an employee, the City
19 agrees to deduct on a regular basis from the wages of said employee such sums as
20 he may specify for United Way, I.A.F.F Local 1285 Insurance Trust, any financial
21 institutions or Credit Unions authorized under the City's Automatic Payroll Deduction
22 Program and other miscellaneous deductions agreed upon by the City and the Union.
23 The employees' authorization for the deductions in Paragraph D are revocable at the
24 will of the employee, as provided by law, and may be terminated at any time by the

- 1 employee by giving appropriate written notice to the City and the Union, where
- 2 appropriate, or upon termination of employment.
- 3

ARTICLE 7 - NO STRIKES

A. The Union agrees that there shall be no strikes under any circumstances. The members of the Union shall continue to furnish efficient service within all areas of assigned responsibility.

B. For the purpose of this Agreement, the meaning of the word "strike" shall be stoppage of work, slowdown or interruption of operations, or absence from work upon any pretext or excuse, such as illness, which is not founded in fact.

1 **ARTICLE 8 - BULLETIN BOARDS**

2 A. The City shall provide space for Union bulletin boards of the agreed
3 size, to be located in the respective Fire Department buildings and to be used by the
4 Union for the posting of notices of a responsible and reasonable nature concerning
5 Union business and Union activities. The Union may also post notices onto the
6 designated City computer site. A copy of all material to be posted will be sent to the
7 Fire Chief and/or his representative at the time of posting. The material referred to is
8 such items as meeting notices, election results, etc.

9 B. The Union shall monitor the bulletin boards on a quarterly basis and
10 remove any and all outdated material.

11

1 **ARTICLE 9 - RULES AND REGULATIONS**

2 A. The City may adopt and amend Fire Department Rules and
3 Regulations consistent with NRS and this Agreement. These shall be the rules by
4 which the City administers the Fire Department and to which all employees covered
5 by this Agreement are bound.

6 B. The City and the Union further recognize that the matters covered by
7 the Fire Department Rules and Regulations include subject matter which is subject
8 and which is not subject to mandatory bargaining under the provisions of NRS 288.
9 The City and the Union also recognize that these Fire Department Rules and
10 Regulations are subject to change by the Fire Chief, or his designee, in accordance
11 with the procedure specified below.

12 C. The City and Union recognize and understand that the Fire Department
13 Rules and Regulations are general in nature and shall not be considered as all-
14 inclusive. No inference will be drawn from the absence of a rule in the Fire
15 Department Rules and Regulations.

16 D. The procedure for changing Fire Department Rules and Regulations
17 will be as follows:

18 1. Except in the event of an emergency, no rule, regulation nor
19 amendment or cancellation thereof shall become effective until
20 notice thereof has been posted in each fire station for a period of
21 ten (10) consecutive days.

22 2. The City or the Union may request meetings to discuss their
23 views relative to work rules and proposed changes therein.
24 Except in the case of an emergency, said meetings shall be

1 convened prior to the implementation of the rule, regulation,
2 amendment or cancellation.

3 3. The Fire Chief will issue a written response to all questions
4 raised by the Union. The Union will do the same. These
5 responses are due within three (3) days of the meeting with
6 copies to the City Manager.

7 4. When the City and the Union are involved with contract
8 negotiations, rules and regulations may be changed as part of
9 that negotiating process.

10 E. Any dispute arising between the City and the Union concerning any
11 proposed or implemented modification or interpretation of the Fire Department Rules
12 and Regulations shall be subject to the provisions of the Grievance Procedure,
13 including arbitration, in this Contract.

14 F. Any dispute as to whether or not the subject matter of a proposed or
15 adopted rule or regulation is a mandatory subject of bargaining shall be submitted to
16 the Local Government Employee-Management Relations Board in accordance with
17 procedures outlined by the rules of that Board and NRS 288 prior to it being
18 submitted to arbitration.

19 G. Except in the event of an emergency no disputed rule will go into effect
20 prior to settlement of the dispute or arbitration award, whichever is earliest.

21 H. The parties agree that the Fire Department shall have a copy of the
22 current Fire Department Rules and Regulations at each work location. The City will
23 also provide a copy of the current Fire Department Rules and Regulations to any
24 Bargaining Unit member upon request.

1 I. All operational directives, bulletins, policy procedures, operational
2 notices, memos, and other material relating to the Fire Department Standard
3 Operating Procedures (SOP) shall be issued, and/or made available on computer, in
4 an indexed manual format with pages consecutively numbered, with the date of issue
5 and effective date. The SOP Manual, and/or computer file, shall be updated as
6 required. Any changes to the SOP Manual, and/or computer file, shall be issued to
7 the Union thirty (30) calendar days prior to the proposed change. The Union may
8 request that a specific change to the SOPs be submitted as a Rule and Regulation
9 ten (10) days prior to the proposed change. If such a request is made, that SOP
10 change shall be subject to the procedure outlined in Paragraphs D, E, and F of this
11 Article. The Fire Chief shall provide a copy of the SOP Manual and/or computer
12 access to the SOP computer file and all changes to the manual and/or computer file
13 at each work location, three copies to the Union, two copies to the Human Resources
14 Department, and one copy to the City Manager's Office. In addition, if available, the
15 Chief shall provide computer access to the SOP computer file at each work location.

16 J. Positive Discipline

17 The City and the Union agree to follow the Fire Department Positive
18 Discipline Program and Procedures as established by the parties. Changes to the
19 Positive Discipline Program and Procedures shall be accomplished in accordance
20 with Paragraphs D, E, F and G of this Article.

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1 **ARTICLE 10 - GRIEVANCE PROCEDURE**

2 A. The Employer and the Union agree that any grievance or dispute which
3 may arise between the parties concerning the interpretation and the application of the
4 expressed provisions of this Agreement shall be settled in the manner shown below.
5 If a dispute involves an established past practice within the Fire Department that
6 would be mandatorily negotiable under the provisions of NRS 288.150, that is not
7 expressly provided for in the provisions of this Agreement, such a dispute may be
8 submitted for resolution as a grievance. In such a case, the dispute shall be
9 processed in the normal fashion to the arbitrator step. The arbitrator selected, if any,
10 shall then first rule on the negotiability of the issue and whether or not the issue was
11 a past practice. If the arbitrator rules the dispute to be arbitrable, the same arbitrator
12 shall hear the merits of the underlying grievance. Actions taken for discharge and/or
13 disciplinary reasons, should a dispute arise, shall be settled through this grievance
14 procedure, beginning at the second step.

15 B. The parties agree that employees must successfully complete an initial
16 probationary period. Prior to the successful completion of an initial probationary
17 period, the City has the right to discipline or discharge an employee at any time, as
18 long as the action is consistent with applicable state and federal law. Nothing in this
19 Agreement interferes in any way with the City's right to discharge or discipline any
20 employee prior to the successful completion of an initial probationary period. Further,
21 it is expressly agreed that this grievance procedure is not applicable to actions taken
22 for discharge and/or discipline of an employee who has not successfully completed
23 an initial probationary period with the City.

1 C. The parties agree that a formal grievance shall start when it is a
2 counseling, reprimand or above reduced to writing and presented to the Deputy Chief
3 for resolution. Any informal resolution made by the immediate supervisor, before the
4 grievance is presented to the Deputy Chief, is subject to further review and may be
5 overruled by the Fire Chief. The Department will not discipline an immediate
6 supervisor for any attempt to resolve the matter informally.

7 D. The matter should first be discussed orally with the employee's
8 immediate supervisor within five (5) calendar days of the occurrence, or the
9 employee having knowledge of the occurrence, of the violation of this Agreement.

10 1. (Step 1) In the event the matter is not or cannot be
11 resolved to the satisfaction of the employee, by oral discussion with the
12 immediate supervisor, the aggrieved employee shall file a grievance in writing
13 and shall present the written grievance to the aggrieved employee's Deputy
14 Chief, with copies to his/her immediate supervisor, and to the Union within ten
15 (10) calendar days of the occurrence giving rise to the grievance, or ten (10)
16 calendar days of the employee's actual knowledge of the occurrence. Failure
17 on the part of the aggrieved employee to do so shall be deemed an
18 abandonment of the grievance and shall preclude the aggrieved employee
19 from further processing the grievance as provided in Sections 2 through 8
20 below. The Deputy Chief shall investigate the grievance and respond in writing
21 within seven (7) calendar days of receipt. The employee may meet personally
22 with the Deputy Chief upon request. If a grievant, who is not represented by
23 the Union, requests a meeting, the Deputy Chief will notify the Union four (4)
24 calendar days prior to the meeting and permit the representative to attend. If

a 1 the Deputy Chief fails to respond within the time limits, the grievance shall
ief 2 proceed to the next step of the grievance procedure.

he 3 2. (Step 2) If the grievance is not resolved to the satisfaction
be 4 of the aggrieved employee, in accordance with the procedures set forth in
ite 5 Section 1 above, the aggrieved employee shall, within ten (10) calendar days
6 of receipt of the grievance from the Deputy Chief, or the date when his
p's 7 response to the grievance was due, present to the Fire Chief a copy of the
he 8 written grievance. If the Deputy Chief has not answered the grievance, the
9 grievance shall be deemed to have been delivered to the Fire Chief on the
be 10 date the Deputy Chief's answer was due. If the Deputy Chief did answer the
he 11 grievance, a failure on the part of the aggrieved employee to present the
ig 12 grievance, in a timely manner in accordance with the provisions of this
ty 13 Section, shall be deemed an abandonment of the grievance and preclude the
an 14 aggrieved employee from further processing the grievance as provided in
0) 15 Sections 3 through 8. The Fire Chief, or the Acting Fire Chief, shall investigate
re 16 the grievance and respond in writing within fifteen (15) calendar days of its
in 17 receipt. The employee may meet personally with the Fire Chief, or the Acting
e 18 Fire Chief, upon request. If a grievant, who is not represented by the Union,
8 19 requests a meeting, the Chief will notify the Union one (1) week prior to the
ig 20 meeting and permit its representatives to attend. If the Fire Chief fails to
ly 21 respond within the required time limits, the grievance shall proceed to the next
ly 22 step.

t) 23 3. (Step 3) If the grievance is not resolved to the satisfaction
If 24 of the aggrieved employee, in accordance with the procedures set forth in

1 Section 2 above, the aggrieved employee shall, within fifteen (15) calendar
2 days after receipt of the written response by the Fire Chief, present to the City
3 Manager a copy of his grievance as provided in Sections 1 and 2 above. If the
4 Fire Chief has not answered the grievance, the grievance shall be deemed to
5 have been delivered to the City Manager on the date that it was due from the
6 Fire Chief. The City Manager, or his representative, shall investigate the
7 grievance and respond in writing within fifteen (15) calendar days of its receipt.
8 The grievant may meet personally with the City Manager, or his
9 representative, upon request. If a grievant, who is not represented by the
10 Union, requests a meeting, the City Manager will notify the Union one (1) week
11 prior to the meeting, and permit its representatives to attend.

12 4. If the grievance is not resolved to the satisfaction of the
13 aggrieved employee, in accordance with the procedures set forth in Section 3
14 above, the aggrieved employee may, within fifteen (15) calendar days of the
15 receipt of the City Manager's answer to his grievance or within fifteen (15)
16 calendar days of when the answer was due, request that the matter be
17 submitted to final and binding arbitration by written notification to the Director
18 of Human Resources. Failure on the part of the aggrieved employee to do so
19 shall be deemed to be an abandonment of the grievance and shall preclude
20 the grievance from any further consideration. The representatives of the
21 parties shall meet for the purpose of selecting an impartial arbitrator within ten
22 (10) days from the date of notification by the aggrieved employee that the
23 matter is to be submitted to binding arbitration. If the parties are unable to
24 agree on an impartial arbitrator within that ten-day period, the parties, or a

1 party acting jointly or separately, shall request the American Arbitration
2 Association to submit a panel of seven arbitrators. To select an arbitrator from
3 the panel, the parties may either mutually agree to one or shall alternately
4 strike one name each, with the last remaining name becoming the arbitrator.
5 The party seeking arbitration shall strike the first name. The parties must meet
6 to strike names within ten (10) days of receipt of the list of arbitrators from the
7 American Arbitration Association.

8 5. Any dispute, claim or grievance submitted to final and binding
9 arbitration under the provisions of this Article shall be in accordance with the
10 voluntary labor arbitration rules of the American Arbitration Association. All
11 costs for the arbitration services shall be shared equally by both parties to the
12 arbitration. Any party desiring transcripts of the arbitration hearing shall be
13 responsible for the cost of such transcripts. Each party shall be responsible for
14 their own costs of preparing their case, attorney fees, witness fees, and any
15 other expense they incur individually.

16 6. Whenever any grievance is submitted in writing, it shall be done
17 in four copies on a proper grievance form, a copy of which is attached to this
18 contract and made a part thereof. The copies shall be distributed as follows by
19 the aggrieved: (1) Deputy Chief; (2) Director of Human Resources; (3)
20 President of the Union; and (4) employee's copy.

21 7. The time limits specified in Paragraphs 1 through 4 may be
22 extended by written agreement of the grievant or his representative and the
23 City's authorized representatives at that step of the grievance process.

1 8. In computing any period of time described or allowed in the
2 grievance procedure, the day of the act, event, or default from which the
3 designated period of time begins to run shall not be included. The last day of
4 the period so computed shall be included unless it is a Saturday, Sunday, or
5 holiday, in which event the period runs until the end of the next day which is
6 not a Saturday, Sunday, or holiday.

7 9. The aggrieved employee shall have the right to be represented
8 by members of the Union or its attorney at all levels of the grievance
9 procedure, except during the initial consultation with the employee's
10 immediate supervisor specified in Paragraph D of this Grievance Procedure.
11 The employee shall be present, except in the event of an emergency. The
12 employee retains the right to proceed on their own behalf without the
13 representation by the Union, and shall have the right to be represented by
14 licensed Nevada legal counsel at all levels of the grievance procedure. If the
15 Union is not the employee's representative, the appropriate Union
16 representative shall be afforded the opportunity to be present at any
17 discussions between the employer and the employee wherein settlement of
18 the grievance is discussed. Settlements reached shall not be inconsistent with
19 the provisions of this Agreement. The Union must expressly agree to any
20 proposed settlement of a grievance. Should the Union believe that a proposed
21 settlement made by an individual employee and the City is inconsistent with
22 the provisions of this Agreement, the employee or the Union can request the
23 matter proceed to the next level of this procedure; all normal timelines shall
24 apply. In those cases where the Union has declined to agree to a proposed

1 settlement and the matter proceeds to a next step, both the employee and the
2 Union shall be afforded party status.

3 10. The Union shall provide the Director of Human Resources with a
4 list of names of all persons authorized to act on behalf of the Union, and shall
5 also provide the Director of Human Resources with written notification of any
6 changes to such list within ten (10) days of said change.

7 11. "Day" shall be defined as calendar day.
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ARTICLE 11 - PERSONNEL REDUCTION

A. The City and the Union agree that a reduction in force of personnel, as it pertains to employees in positions of an indefinite duration which are abolished and which are covered by the provisions of this Agreement, shall be as follows:

1. Competition for retention shall be limited to employees holding positions in those classifications.
2. Competition for retention in employment in classification and position shall be based on seniority of service within that classification and position with the City. The order of reduction in force within a classification shall be:
 - a. Temporary employees
 - b. Probationary employees
 - c. Regular employees in reverse order of their seniority within a classification
3. All personnel who are affected by a reduction in force shall have the right to receive a reduction in classification and position to a lower classification/position that they are qualified to fill through previous service in that classification/position.
4. All personnel involved in a reduction in a classification and position shall have the opportunity to return to the position from which the employee was reduced before any other person shall be promoted to that position in that same classification and position.
5. Any employee terminated under the provisions of this Article shall have the opportunity to return to work before any new employee is hired.

1 Previous employees shall be notified by certified mail, return receipt
2 requested, at their last known address, and shall respond within fourteen (14)
3 calendar days of mailing by certified mail or in person that they are accepting
4 the offer of re-employment on the date specified in the offer. Employees will
5 remain on the rehire list for thirty-six (36) months from the date of the
6 employees' layoff.
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1 **ARTICLE 12 - NOTIFICATION**

2 A. The City and the Union agree that all written correspondence between
3 the City and the Union will be done to and through the Union President and the Fire
4 Chief, with a copy to the City Manager, regarding all matters that concern this
5 contract.

6 B. Upon written request of the employee to the Fire Chief, the Union shall
7 be furnished with a copy of any Union member's discharge notice, written warning,
8 written reminder, suspension, complaint, personnel evaluation, performance tracking
9 worksheet, incident report, and/or any similar report within five (5) days of request.
10 The Union shall have the opportunity to comment in writing on any of the
11 aforementioned items and have said comments attached to the report in question,
12 unless the employee involved requests otherwise.

13 C. The employer shall, as needed, provide the Union the name and
14 classification of each new hire who would be eligible to be a member of the Union.
15 The City shall provide the Union the name and classification of each eligible member
16 of the Union who terminates or is placed on a non-pay status for longer than thirty
17 (30) calendar days within three (3) days of the end of the pay period in which such
18 action takes place.

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1 **ARTICLE 13 - SENIORITY LIST**

en 2 A. The City and the Union agree that a seniority list showing date of hire
ire 3 and date of last promotion shall be established and brought up-to-date by October 1
his 4 of each year and posted on the Fire Department bulletin boards. For the purposes of,
5 but not limited to, transfer, examinations, and vacations, if no one protests seniority
all 6 shown on their behalf within forty-five (45) days of such posting, the seniority list shall
ig, 7 stand as conclusive evidence of each person's seniority until the establishment of the
hg 8 new or corrected seniority list.

st. 9 B. Seniority shall not be broken by annual leave, sick leave, suspension,
he 10 maternity leave, military leave, or any leave(s) without pay of less than a thirty (30)
n, 11 day duration.

12 C. Seniority shall be defined as the length of continuous service within the
13 Fire Department.

n. 14 D. Departmental seniority shall be determined by the following factors:

- er 15 1. Date of employment
ity 16 2. Hiring order as determined by the Fire Chief
sh 17 3. Date of original application
18 4. Time stamp of original application

19 In the event factor 1 is not conclusive, factor 2 shall govern. If factor 2 is not
20 conclusive, factor 3 shall govern. If factor 3 is not conclusive, factor 4 shall govern.

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1 E. In-grade seniority for positions normally filled by promotional
2 examinations shall be determined by:

- 3 1. Date of promotion
- 4 2. Order of promotion as made by the Fire Chief
- 5 3. Departmental seniority

6 F. Departmental seniority shall prevail when comparing the seniority of
7 employees in unlike classifications.

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ARTICLE 14 - ANNUAL LEAVE

PART 1 - ACCRUAL

A. Employees shall be eligible to take annual leave after completion of six (6) months of continuous full-time service. Annual leave shall accrue bi-weekly from the date on duty to all employees, except those employed on a temporary basis, in an amount equal to:

56-Hour Personnel

<u>Years of Continuous Service</u>	<u>Accrued Shifts</u>	<u>Bi-weekly Hours</u>
First Year (credited after probationary period)	4.66 Shifts	4.30
1 year but less than 5 years	7 Shifts	6.46
5 years through 10 years.	9.33 Shifts	8.60
11 years through 15 years	10.66 Shifts	9.84
16 years or more	11.66 Shifts	10.70

42-Hour Personnel

<u>Years of Continuous Service</u>	<u>Accrued Shifts*</u>	<u>Bi-weekly Hours</u>
First Year	7 Shifts	3.23
1 year but less than 5 years	10.51 Shifts	4.85
5 years through 10 years	14 Shifts	6.46
11 years through 15 years	15.75 Shifts	7.27
16 years or more	17.5 Shifts	8.08

*Using 12 hours as average shift for 10/14 personnel.

1	<u>40-Hour Personnel</u>		
2	<u>Years of Continuous Service</u>	<u>Accrued Shifts</u>	<u>Bi-weekly Hours</u>
3	First Year	10 Shifts	3.08
4	2 years through 10 years	15 Shifts	4.62
5	11 years through 15 years	22.5 Shifts	6.92
6	16 years or more	25 Shifts	7.70

10
11 B. Employees with more than one (1) year's service who separate from
12 the City's employment are entitled to payment for unused annual leave not previously
13 forfeited.

14 C. For employees hired prior to July 1, 2013, annual leave may be
15 accumulated to a maximum of two and one-half the current annual earning rate. For
16 employees hired after July 1, 2013 annual leave may be accumulated to a maximum
17 of two times the current annual earning rate. On December 31 of each year, any
18 annual leave exceeding the maximum shall be forfeited.

19 D. Upon approval of the City Manager, employees may be advanced
20 annual leave. Advanced annual leave will not normally exceed one-half of the
21 employee's annual accrual.

22 E. An employee who has taken advanced annual leave beyond that
23 accrued at the time of termination shall make restitution for such leave either by
24 deduction from any amount owed him or by cash refund.

25 F. Employees normally assigned to a 56-hour workweek who are
26 involuntarily assigned to a 40-hour workweek assignment will continue to receive
27 annual leave in accordance with the 56-hour workweek provision.

1 1. Employees may select either a single month vacation or a split
2 vacation.

3 2. A split vacation shall consist of two (2) or more separate cycles.
4 Each cycle of the split vacation may consist of one (1) or two (2) normal work
5 cycles. A normal work cycle is the employee's normal workweek or the three
6 (3) 24 - hour shifts consecutively linked by 24 - hour off duty periods for the fire
7 suppression division. If two (2) normal work cycles are selected for a portion of
8 the split vacation, they may be taken consecutively and/or non-consecutively.
9 An example of consecutively would be cycles 21 and 22. An example of non-
10 consecutively would be cycles 14 and 34.

11 3. A full month's vacation shall consist of a maximum of four (4)
12 normal work cycles.

13 4. Vacation schedules will be developed by using three (3) rounds
14 of requests.

15 a. All employees may select the work cycles for either a full
16 month vacation or the first portion of their split vacation;
17 then

18 b. Employees may then select the second portion of their
19 split vacation; then

20 c. Employees may select additional time beyond a single
21 month or split vacation to the extent positions are
22 available.

23 5. All vacations shall be scheduled to commence on the beginning
24 of a normal work cycle.

1 6. In the suppression division, the months of June, July, and
2 August shall be used for split vacations only.

3 7. Employees must submit their vacation requests to their division
4 head or the designated vacation coordinator prior to the 15th of November.
5 Vacation schedules will be compiled and distributed prior to the 15th of
6 December.

7 8. Approval of selected dates for vacation will be based on the
8 departmental seniority, with the employee with the highest departmental
9 seniority in their respective division or on their respective platoon given
10 preference over those with lower seniority.

11 9. For the Fire Suppression Division, twelve percent (12%) of the
12 employees per shift in the suppression division will be allowed off duty for
13 vacation. The twelve percent (12%) of the employees per shift in the
14 suppression division allowed off duty for vacation shall be in the ranks of
15 Captain, Engineer, Firefighter/Paramedic, and Firefighter with no more than
16 one half of the total vacation slots coming from any one rank. This percentage
17 will be calculated on October 15th of every year and the number allowed off
18 duty will remain as calculated until recalculated the following year. The
19 percentage of employees will be calculated using "true rounding" (less than
20 one half (.49) will be rounded down to the next whole number, one half (.5)
21 and higher will be rounded up to the next whole number. The Fire Chief, or his
22 designee, may allow more than the designated number of suppression division
23 employees off duty, for vacation, when staffing levels permit.

1 10. The number of employees of a particular rank allowed off at any
2 one time may be limited to the number of qualified replacements available for
3 service.

4 11. Employees that desire to take annual leave in addition to the
5 scheduled vacation should submit a request to their division head at least
6 three (3) working days prior to the requested date. Annual leave requests will
7 be considered for approval by application of the following factors:

- 8 a. The number of positions available as determined by
9 subtracting the number of positions scheduled for
10 vacation from the positions allowed off for vacation at any
11 one time.
- 12 b. The date the request was received.
- 13 c. The number of qualified replacements available for the
14 rank of the requesting employee.
- 15 d. Departmental seniority as indicated in Item 8 above.

16 12. Employees are responsible for making certain that they will not
17 have an excess of maximum allowable accumulated annual leave at the end
18 of the calendar year. The City shall not be responsible for making up any time
19 forfeited at the end of the year that is caused by an individual taking
20 insufficient vacation time.

21 13. Emergency annual leave shall be granted upon the notification
22 to the appropriate immediate supervisor of the need for emergency annual
23 leave. The leave must be approved by the on-duty Battalion Chief or other
24 appropriate personnel in non-suppression divisions, prior to the employee

1 leaving the work location. Employees who need to get approval for Emergency
2 Annual Leave prior to reporting to duty for their scheduled shift shall get said
3 approval from the on-duty Battalion Chief, or other appropriate personnel in
4 non-suppression divisions. Emergency Annual Leave may be granted only if
5 all available annual leave positions have been previously allotted, and the
6 request is as a result of a condition which could not have reasonably been
7 predicted in advance of need and been scheduled in accordance with normal
8 departmental policy, and the immediate personal attention of the employee is
9 absolutely required to protect the health, safety, and/or welfare of the
10 employee or the employee's immediate family.

11

1 **ARTICLE 15 - HOLIDAYS**

2 A. The City and the Union agree that the legal holidays shall be
3 considered to be:

4 New Year's Day	Nevada Day
5 Martin Luther King's Birthday	Veteran's Day
6 President's Day	Thanksgiving Day
7 Memorial Day	Day after Thanksgiving
8 Independence Day	Christmas Day
9 Labor Day	Employee's Birthday

10 B. Any day that may be declared a holiday by the President of the United
11 States, the Governor, or the Mayor.

12 C. If any of the above holidays fall on Sunday, the following Monday shall
13 be considered as the legal holiday. If any of the above holidays fall on Saturday, the
14 preceding Friday shall be considered as the legal holiday.

15 D. All full-time employees who are in positions that are manned on a 40-
16 hour week, Monday through Friday basis, shall be entitled to time off on such legal
17 holidays. Employees who work, or are called back, shall be paid in accordance with
18 the overtime provisions of this Agreement.

19 E. All full-time employees in positions which are manned on a 24-hour per
20 day basis who work on a legal holiday as part of their regular work schedule, or
21 whose regularly scheduled day off falls on a legal holiday, shall receive compensation
22 in cash for the holiday as follows:

23

- 1 1. Twelve (12) hours if they are on a 40-hour per week work
2 schedule.
- 3 2. Sixteen (16) hours if they are on a 56-hour per week work
4 schedule.
- 5 3. Twelve (12) hours if they are on a 42-hour per week work
6 schedule.

7 F. Employees may have the option to select on a yearly basis in July, by
8 written authorization to the Department, that they prefer to have their holiday time
9 and/or Birthday credited to their annual leave account to be used in accordance with
10 the provisions of Article 14 - Annual Leave.

11 G. All full-time employees, in order to be entitled to a legal holiday or
12 holiday pay, shall be on full pay status on their scheduled workday immediately
13 preceding and immediately following such holiday.

14 H. Employees normally assigned to a 56-hour workweek who are
15 involuntarily assigned to a 40-hour workweek assignment will continue to receive
16 holiday compensation in accordance with the 56-hour workweek provisions.

17 I. Birthday Holidays shall be scheduled at the same time as Annual
18 Leave, on the Employee's Birthday, if possible. For 56-hour employees, only two
19 employees per shift shall be allowed off on a Birthday Holiday. If three or more 56-
20 hour employees have a birthday on the same day, the employee with the most
21 department seniority shall be allowed the first opportunity to have the birthday off.
22 For 40 and 42-hour employees, only one employee per shift, per division, shall be
23 allowed off on a Birthday Holiday. If two or more 40 or 42-hour employees have a
24 birthday on the same day, the employee with the most department seniority shall be

1 allowed the first opportunity to have their Birthday Holiday off. Employees who are
2 unable to have their Birthday off, or who wish to schedule their Birthday Holiday on a
3 day other than their Birthday, shall schedule the use of their Birthday Holiday in
4 accordance with the Annual Leave scheduling procedures. Employees may also
5 take their Birthday Holiday as cash on an hour for hour basis, during the pay period
6 on which their birthday falls.
7

1 **ARTILE 16 - SICK LEAVE**

2 The City and the Union agree that the following sick leave provisions shall
3 apply to the classifications covered under this contract.

4 A. All full-time regular employees shall accrue eleven and eight
5 hundredths (11.08) hours bi-weekly for 56 hours per week personnel and five and
6 fifty-two hundredths (5.52) hours bi-weekly for 42 hours per week personnel and
7 three and sixty-nine hundredths (3.69) hours bi-weekly for 40 hours per week
8 personnel.

9 B. Sick leave may only be used by employees who are:

- 10 1. Incapacitated from the performance of their duties, by illness or
11 injury, or
- 12 2. Whose attendance is prevented by public health requirements,
13 or
- 14 3. Who are required to absent themselves from work for the
15 purpose of keeping an appointment with the doctor [up to a maximum of five
16 (5) calendar days per occurrence], or
- 17 4. Who are required to absent themselves from work to attend the
18 funeral of a member of their immediate family [up to a maximum of five (5)
19 working days per occurrence], or
- 20 5. Who are required to absent themselves from work to personally
21 care for a member of their family in medical emergencies as substantiated on
22 the leave slip upon approval of the Fire Chief.

1 6. No employee shall be entitled to sick leave while absent from
2 duty because of a disability arising from a sickness or injury purposely self-
3 inflicted or caused by willful misconduct.

4 C. All sick leave shall be approved by the Fire Chief or his designated
5 representatives. Employees who do not become ill on the job shall call in, as required
6 by the work rules, before the beginning of their shift when using sick leave.

7 D. Any full-time employee who has exhausted his accumulated sick leave
8 may be granted leave without pay.

9 E. Immediate family shall be defined as the employee's spouse, child,
10 stepchild, foster child, father, mother, father-in-law, mother-in-law, brother, sister.

11 F. Employees covered by this Agreement shall be subject to the following
12 reporting requirements for payment of sick leave:

13 1. Sick Leave Request: Employees are required to file and sign a
14 sick leave request as evidence that the reason for the employee's absence
15 was a legitimate use of sick leave as outlined above.

16 2. Certificate of Recovery and Fitness: A Certificate of Recovery
17 and Fitness shall be submitted by the employee upon return to work from any
18 illness that required the use of sick leave for three (3) or more consecutive
19 scheduled working days if the employee is requested to do so by the Fire
20 Chief or his designee. Such certificate shall be signed by a physician and shall
21 state that the employee is capable of returning to work. The Fire Chief, or his
22 designee, can require that an employee submit a Certificate of Recovery and
23 Fitness because of extensive use of sick leave. "Extensive" shall mean in
24 excess of six (6) incidents of sick leave usage in a 12-month period.

1 G. Employees shall report to work if recovery from illness is made during
2 the normal work hours. Employees shall be at their place of residence, a
3 medical facility, or their doctor's office, or shall notify the Fire Chief or designee
4 of their whereabouts when using sick leave. Any gainful employment, pursuit
5 of personal business, recreation, travel for recreation or non-sick leave usage,
6 or other such activity when an employee is on sick leave is considered
7 evidence of abuse of sick leave unless approved in advance in writing by the
8 Fire Chief or designee.

9 H. Accumulation of unused sick leave.

10 1. For 56-hour personnel:

11 For 56-hour personnel hired before July 1, 2013, the maximum
12 accumulation of sick leave shall be 2,304 hours (96 shifts). For 56-hour
13 personnel hired after July 1, 2013 the maximum accumulation of sick leave
14 shall be 1,920 hours (80 shifts).

15 2. For 42-hour personnel:

16 The maximum accumulation of sick leave shall be 1,727 hours
17 (144 shifts).

18 3. For 40-hour personnel:

19 The maximum accumulation of sick leave shall be 840 hours.

20 I. Compensation for Unused Sick Leave

21 1. Employees shall receive payment for one-half the amount of
22 unused sick leave hours accrued up to their respective sick leave accrual cap
23 upon separation from City employment, after five (5) years of continuous full
24 time service. Payment shall be at their current base salary plus longevity.

1 2. Employees with twenty (20) years or more of continuous full time
2 service with the City, upon separation, shall receive payment for 100% of their
3 accumulated sick leave hours up to their respective sick leave accrual cap.
4 Payment shall be at their current base salary plus longevity.

5 After twenty (20) years employment with the City, upon
6 retirement, death, or as a result of a disability resulting in mandatory
7 separation from City employment, employees will be paid for their
8 accumulated sick leave at their current hourly rate plus longevity up to a
9 maximum of 2,304 hours or individual cap plus any current accumulation.

10 In the event of death, the sum will be paid to the beneficiaries
11 designated on the "Designation of Personal Representatives" form in the
12 Human Resources Department. Sick leave hours shall be used on a First In -
13 First Out (FIFO) accounting method.

14 3. On the first payday of December each year and upon separation
15 from City employment, the City shall "buy back" one-half of all sick leave hours
16 accrued but not used above the employees respective sick leave accrual
17 during that calendar year by said employee. The one-half sick leave accrual
18 for any calendar year that was not bought back by the City shall become a sick
19 leave "Bank" for the employee, but shall not be eligible for pay-off at anytime
20 including separation. Sick leave Bank hours shall be used only upon
21 exhaustion of all other sick leave hours.

22 4. A conversion factor of 1.4 shall be used to transfer sick leave
23 benefits when reassigned from an 8-hour shift to 24-hour shift or vice versa.

24 A conversion factor of 1.334 shall be used to transfer sick leave

1 benefits when reassigned from a 24-hour shift to a 10/14-hour shift or vice
2 versa.

3 A conversion factor of 1.056 shall be used to transfer sick leave
4 benefits when reassigned from an 8-hour shift to a 10/14 hour shift or vice
5 versa.

6 EXAMPLE: 8-hour shift transfers to 24-hour shift:

7 Conversion factor

8 Balance of 150 hours x 1.4 = 210 hours

9 24-hour shift transfers to 8-hour shift

10 Conversion factor

11 Balance of 210 hours divided by 1.4 = 150 hours

- 12 5. If an employee of the bargaining unit uses four (4) or less shifts
13 of sick leave in a year, he/she shall receive four (4) bonus shifts
14 to be added to his/her annual leave. The employee shall request
15 in writing his/her option to be paid in cash for one or more shifts
16 and has the option of taking part of his/her bonus shifts in cash
17 and part as regular annual leave shifts. This request shall be
18 submitted by the end of the first pay period in June for payment
19 the next pay period. FMLA Sick leave shall be calculated
20 against the four shifts of sick leave as described above.

ARTICLE 17 - WAGES

1

2 A. The City and the Union agree that the wages paid eligible members
3 shall be as shown in the City of Las Vegas Fire Classified Salary Schedule which is
4 attached hereto and incorporated thereby as Attachment B of this agreement. This
5 reflects a Cost of Living Allowance (COLA) equal to zero percent (0%) effective June
6 24, 2012.

7 Effective June 24, 2013 eligible employees will receive a Cost of Living
8 Adjustment (COLA) equal to one and one half percent (1.5 %)

9 Effective June 22, 2014 eligible employees will receive a Cost of Living
10 Adjustment (COLA) equal to one and one half percent (1.5%)

11 Effective June 21, 2015 eligible employees will receive a Cost of Living
12 Adjustment (COLA) equal to two percent (2%)

13 Any increase to the Public Employees Retirement System contribution rate
14 above the rate of 32% will be shared by the City and the employee, each paying 50%
15 of the increase. An increase in the contribution rate from 32% to 33.5% occurred in
16 or around July 2007, and was shared by the City and the employee. In consideration
17 for agreement on a zero percent (0%) COLA in 2009, the City agrees to permanently
18 suspend this PERS contribution split for the increase scheduled on or about July 11,
19 2009 from 33.5% to 37%, in lieu of a pay raise. Any future PERS contribution
20 increase above the 37% will be subject to this contribution split. For all non-early
21 retirement classifications covered by this contract, the PERS contribution increase
22 that was effective in 2011, and any future increases shall be shared equally by the
23 City and the employee. However, it is agreed that, the PERS increase which went
24 into effect on July 1, 2011, will not begin to be shared equally until the payment

1 following the ratification of the 2011 Agreement by both the City and Local 1285, and
2 the City will be responsible for any payments prior to said ratification date.

3 B. Employees assigned by the Fire Chief and approved by the Deputy City
4 Manager from a 56-hour work week to temporary 40-hour work week assignments of
5 less than one year which would cause that employee a loss of Holiday Compensation
6 may be compensated by the payment of Holiday Compensation at the employee's
7 normal 56-hour base pay plus longevity rate for all holidays occurring during the
8 temporary 40-hour assignment. Employees who are on light duty are excluded.

9 C. An employee who has been officially designated by the Fire Chief and
10 approved by the Deputy City Manager to assume responsibilities outside of the
11 normal job duties of the employee's regular classification requiring increased
12 responsibility and/or technical expertise may be compensated a flat fee of \$120 bi-
13 weekly in addition to the employee's normal base bi-weekly pay, plus longevity for a
14 maximum of thirteen (13) pay periods in any twenty-six (26) pay periods. Approvals
15 must be granted in advance and must be for specific pay periods. This is not
16 intended to change or negate acting pay for permanently assigned suppression or
17 support personnel acting within those divisions.

18 D. The City of Las Vegas and the International Association of Fire
19 Fighters, Local 1285, do hereby agree to a twenty-eight (28) day work period for the
20 computation of Fair Labor Standards Act overtime, to be effective on or before April
21 15, 1986.

22 As defined within the Fair Labor Standards Act, the hours of overtime
23 computation governed by this Agreement shall be those hours in excess of two
24 hundred and twelve (12) hours per twenty-eight (28) day work period for Fire

1 Combat members and one hundred seventy-one (171) hours per twenty-eight (28)
2 day work period for Fire Investigative members.

3 E. Shift Differential

4 Shift differential is defined as the premium authorized to be paid to an
5 employee assigned to the Communication Section above his/her regular straight-time
6 hourly rate of pay for working a regularly scheduled shift other than a day shift. A day
7 shift is defined as any regularly scheduled work shift that begins no earlier than
8 5:00 a.m., or ends no later than 7:00 p.m. Only regularly scheduled shifts that begin
9 or end outside the 5:00 a.m. to 7:00 p.m. time period shall be eligible for shift
10 differential pay. The amount of shift differential shall be computed as four percent
11 (4%) of base salary for the shift worked. Shift differential shall be paid for hours on
12 paid leaves.

13 If an employee scheduled to work a regularly scheduled day shift works
14 two complete shifts in a row (day and swing shifts), he/she shall receive shift
15 differential and overtime pay for the second shift.

16 If an employee scheduled to work a regularly scheduled day shift works
17 overtime past 7:00 p.m. into a regularly scheduled swing shift but does not complete
18 a second shift, he/she shall *not* receive shift differential pay, but shall receive
19 overtime pay for all overtime hours worked.

20 If an employee scheduled to work a regularly scheduled swing shift
21 works overtime into the next shift, he/she shall receive shift differential pay and
22 overtime pay for the overtime hours worked.

23

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1 pay increase above Step 10. The specified change to Step 1, and the creation of the
2 new Step 11, shall be reflected in the City of Las Vegas Fire Classified Salary
3 Schedule, which is attached hereto and incorporated thereby as Attachment B of this
4 agreement.

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ARTICLE 19 - ACTING PAY

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A. The City and the Union agree that any employee who has been officially designated by the Fire Chief, or his designated representative, to assume temporarily the full responsibilities of an established position of a higher grade for four (4) hours for those assigned to a 56 hour work week or four (4) hours for those assigned to a 40-hour work week or more shall be paid five percent (5%) or the minimum of the new classification assumed whichever is greater as acting pay.

1 **ARTICLE 20 - TRAVEL PAY**

2 A. Eligible members shall normally receive travel pay at the rate of the
3 current Standard Mileage Rate for business miles, as set by the Internal Revenue
4 Service per mile for any travel required to be performed in the member's personal
5 vehicle after reporting to duty at an assigned duty location. Those personnel affected
6 by a daily transfer shall receive travel pay at the rate of the current Standard Mileage
7 Rate for business miles, as set by the Internal Revenue Service per mile or eight
8 dollars (\$8) per shift, whichever is greater. Travel pay shall be paid on a monthly
9 basis.

10 B. Travel pay requests shall be submitted to the employee's immediate
11 supervisor for approval and forwarded to the City's Finance and Business Services
12 Department through departmental channels no later than the 10th day of the
13 following month. Travel pay will be reimbursed on the employee's normal payroll
14 check.

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1 **ARTICLE 21 - COMPENSATION FOR SERVICE INCURRED**

2 **ACCIDENT OR ILLNESS**

3 A. The City and the Union agree that all eligible members shall be covered
4 by a Workers Compensation Program of the City's choice that conforms with the
5 provisions of the Nevada Industrial Insurance Act and the Nevada Occupational
6 Diseases Act, and that provides for payment of accident benefits and compensation
7 for partial and total disability arising from injuries and occupational diseases.

8 B. Should an employee suffer a service-incurred accident or illness, and
9 the employee's present gross salary, excluding overtime, is not entirely protected
10 under the provisions of the Workers Compensation Program, the City will pay to the
11 employee an amount equal to the difference between the compensation received
12 and the employee's then present gross salary, excluding overtime, for a period of two
13 (2) calendar months from the first day of absence due to illness or injury. The City
14 may continue this maintenance of income at full or partial pay for periods of thirty (30)
15 days up to a maximum time limit of sixty (60) months.

16 C. Before the City grants these benefits, the employee shall comply with
17 the normal and reasonable administrative procedures established by the City. At the
18 time an application for benefits is filed, and as may reasonably be required thereafter,
19 the City may request, at its option and expense, that the employee be examined by a
20 physician appointed by the City. The examining physician shall provide to the City,
21 and the employee, a copy of the medical findings and the physician's opinion as to
22 whether or not the employee is able to perform the employee's normal work duties
23 and/or whatever, if any, work duties the employee is able to perform or unable to
24 perform. The City may further require that such injured employee be available for light

1 duty work as soon as possible after release by a qualified physician, which may be
2 either City or employee appointed. In the event of a difference of opinion between
3 qualified physicians, the employee shall be entitled to have the issue resolved in
4 accordance with the Civil Service Rules.

5 D. The City and the Union recognize that employees may participate in
6 USAR training and deployment under federal activation as members of the Clark
7 County FEMA USAR Team. Employees participating as Clark County FEMA USAR
8 Team members whether training or formally deployed under federal activation are
9 entitled to all healthcare benefits provided under the collective bargaining agreement
10 between the City and the Union.

11 Any employee who becomes sick or injured while participating in training or
12 formal deployment, as a FEMA USAR member must timely submit all required
13 documentation to process federal and state workers compensation claims.
14 Nonetheless, employees either sick or injured while participating in training or a
15 formal federal deployment as a FEMA USAR member shall be entitled to make a
16 claim for all of the state workers compensation benefits they would otherwise be
17 entitled to while performing their job duties as a City employee. However, employees
18 are only allowed recovery for a workers compensation claim under either the State of
19 Nevada or the federal workers compensation system.

20

1 **ARTICLE 22 - MEDICAL BENEFITS**

2 A. The City and the Union agree that the City will pay part of the cost of
3 the employees' and dependents' hospitalization and health insurance plan as set
4 forth in the LAS VEGAS FIREFIGHTERS HEALTH AND WELFARE TRUST
5 AGREEMENT. The aforementioned cost that the City will pay shall not be in excess
6 of either the actual cost of the Trust's insurance coverage or the amount set forth
7 below, whichever is less per covered employee.

8 Effective August 26, 2012 on a monthly basis, the amount the City will pay per
9 employee that is a member of the Trust will revert back to four hundred fifty dollars
10 (\$450.00) per pay period.

11 Effective June 24, 2013, The City will pay per covered employee that is a
12 member of the Trust: five hundred dollars (\$500.00) per pay period.

13 The City or Union may re-open Article 22 Medical Benefits for the
14 contract year 2014-2015 and also for the contract year 2015-2016, in the manner
15 provided in NRS Chapter 288, for the sole purpose of negotiating the City per
16 member, per pay period contribution amount to the Las Vegas Firefighters Health
17 and Welfare Trust for insurance coverage.

18 Effective June 19, 2005, The City will contribute on a bi-weekly basis,
19 forty-five dollars (\$45) per employee, per pay period to the Trust for retiree medical
20 benefits.

21 B. All communications concerning health and welfare plans and coverage
22 by the Firefighters to the City shall be directed to the Director of Human Resources
23 Department. Any request for increased insurance premiums shall be accompanied by
24 a financial statement showing the various benefit costs, employee vs. dependent, on

1 a total and on a line item basis. The Union agrees that it will provide the City, upon
2 request, within forty-eight (48) hours, copies of all written correspondence between
3 the Trustees, the Trust Administrator, and the Union.

4 C. The City agrees to deduct from the paycheck of each employee in the
5 bargaining unit and the Union who has signed an authorized payroll deduction card
6 such amount as the employee may designate as dependent insurance coverage
7 and/or amount designated as insurance coverage in excess of that provided in the
8 first paragraph of this Article. All such insurance funds shall be remitted by the City to
9 the LAS VEGAS FIREFIGHTER HEALTH AND WELFARE TRUST AGREEMENT
10 within one (1) month after deduction.

11 D. The Union agrees to indemnify, and hold the City harmless against any
12 and all claims, suits, orders, or judgments brought or issued against the City as a
13 result of any action taken or not taken by the City with respect to authorized
14 deductions for coverage in excess of that provided in the first paragraph of this
15 Article.

16

1 **ARTICLE 23 - UNIFORMS, UNIFORM MAINTENANCE,**
2 **COMBAT AND SAFETY EQUIPMENT, TOOL ALLOWANCE,**
3 **AND THE MAINTENANCE THEREOF**

4
5 A. The City and the Union agree that:

6 1. The City shall provide an annual uniform allowance of one
7 thousand five hundred (\$1,500) to all personnel covered by this Agreement, to
8 buy and maintain work and dress uniforms as prescribed by the Fire Chief.
9 Such allowance shall be paid in quarterly increments beginning with the first
10 payday in July 2011, by a check separate from the normal payroll check.
11 Effective October 9, 2011 uniform allowance will be deferred back to the City
12 for three consecutive quarterly increments. Effective July 8, 2012 the annual
13 uniform allowance will revert back to one thousand five hundred (\$1,500).
14 New hires covered by the Agreement shall be paid on a monthly-prorated
15 basis after six (6) months employment minus the cost of the Class B uniforms
16 initially issued.

17 2. The City shall provide the initial issue of cap and badge.
18 Replacement of these items will be the responsibility of the individual. Newly
19 hired personnel will be provided three (3) sets of their own Class B uniform
20 and after they have completed their probation, they will be expected to secure
21 a Class A uniform at their expense.

22 3. The City shall provide all combat and safety equipment as it
23 deems necessary.

1 4. Uniforms and combat safety equipment shall only be worn or
2 used on official Fire Department business or as authorized by the Fire Chief
3 and specified in the Department Rules and Regulations.

4 5. Tool allowance will be provided to the following classifications at
5 the annual rate set forth below:

6	Fire Equipment Mechanic I	\$360.00 Per Year
7	Fire Equipment Mechanic II	\$360.00 Per Year
8	Fire Equipment Mechanic III	\$360.00 Per Year
9	Fire Equipment Mechanic Foreman	\$360.00 Per Year
10	Fire Communications Technician I/II	\$280.00 Per Year
11	Fire Equipment Service Technician	\$280.00 Per Year

12 These amounts will be increased by 25% during the first year of employment. Tool
13 allowance will be paid in quarterly increments. No separate safety shoe allowance will
14 be paid.

15

1 **ARTICLE 24 - WORK DAY, WORK WEEK**

2 A. The City and the Union agree that the workday, workweek, including
3 paid meal period(s), for eligible members of the bargaining unit, shall be as follows:

4		Normal	Normal	Normal
5	<u>Division</u>	<u>Work Day</u>	<u>Work Week</u>	<u>Bi-Weekly Hours</u>
6	Fire Combat	24 Hours	56 Hours*	112*
7	Fire Investigation	10/14 Hours	42 Hours*	84*
8	Fire Prevention	10 Hours**	40 Hours	80
9	Alarm	10 Hours**	40 Hours	80
10	Mechanical	8 Hours***	40 Hours	80
11	Training	10 Hours***	40 Hours	80
12	Hydrant	8 Hours***	40 Hours	80

13 *Averaged annually.

14 ** 10-hour shifts may be subject to change based on changes in funding, staffing, or
15 other operational requirements that would negatively impact efficiency. All such
16 changes would be subject to 90 days notification to Local 1285 and the individual
17 employees affected. The City also agrees to meet with Local 1285 to discuss the
18 basis for any such changes.

19 *** 10-hour shifts may be implemented for specific Divisions based on staffing
20 availability and an expectation of positive outcomes.

21 Upon mutual agreement between the Employee, the City and the
22 Union, employees who are assigned from a 56-hour work week to a temporary 40
23 hour work week may work either a 5 eight hour shift schedule or a 4 ten hour shift

1 schedule. Employees will continue to receive all benefits in accordance with the 56-
2 hour workweek provision. Employees who are on light duty are excluded.

3 B. All personnel required to work longer than their normal bi-weekly hours
4 shall be paid overtime on a time and one-half (1½) hourly rated basis, based on their
5 bi-weekly rate of pay including longevity. When a member uses a non-worked sick
6 shift or is on disciplinary leave, the member will not be eligible for regular overtime for
7 a period of 192 hours following the end of their sick shift or disciplinary leave. This
8 does not include those instances where the department requires mandatory overtime.
9 If a member was previously scheduled for regular overtime for the 192-hour period
10 following a member calling in sick the overtime will be removed and no penalty will
11 apply.

12 C. When the Fire Chief, or his designated representative, believe that it is
13 necessary to call out one or more members of the department, eligible members
14 called shall be paid overtime on a time and one-half (1½) rated basis. Said employee
15 shall be paid for a minimum of four (4) hours, regardless of having worked less than
16 four (4) hours. However, in the event the period of call-out extends into the
17 employee's normal working shift, such employee shall be paid for the time actually
18 worked in addition to his normal working shift. If the period of call-out exceeds four (4)
19 hours, the employee shall be paid for the amount of time actually worked. When a
20 member uses a non-worked sick shift or is on disciplinary leave, the member will not
21 be eligible for call back overtime for a period of 192 hours following the end of their
22 sick shift or is on disciplinary leave. This does not include those instances where the
23 department requires mandatory overtime.

1 D. An employee who works less than four (4) hours on the initial four-hour
2 period and is then called out a second time during the initial four-hour period shall not
3 be entitled to any additional overtime pay unless the aggregate time worked for both
4 occurrences shall exceed four (4) hours, in which case he shall be paid for the
5 aggregate time so worked. In the event an employee is called out for a second time
6 after the expiration of four (4) hours from the first call-out, the employee shall be paid
7 for a minimum of four (4) hours for each callout, except as provided in the previous
8 paragraph.

9 E. A shift shall be defined as the employee's normal workday.

10 F. Upon mutual agreement of the City and the employee involved, an
11 employee on a 10-hour shift may be assigned to work an 8-hour shift.

12 G. Notwithstanding the provisions of section A, all members of the
13 bargaining unit are subject to temporary re-assignment or change in the normal work
14 day, work week for periods of not greater than two weeks per year for the purposes
15 of job related training. Notification will be given 90 days in advance and will not
16 interfere with normally scheduled annual leave.

17 Employees assigned to a 40-hour workweek may request time in lieu of
18 overtime (TILO) rather than being paid for overtime. To accumulate TILO time,
19 employees may volunteer to accept time off rather than overtime pay. This TILO
20 time will be accumulated at a time and one-half (1½) rate for payment purposes. No
21 employee can be required to take time off rather than be paid at the overtime rate.
22 To use TILO time, employees must schedule their absence from work following the
23 same procedures used for scheduling annual leave. Such absences will normally
24 only be scheduled when the workload will allow the employee to be absent. This

1 means that employees may be denied the use of TILO time whenever, in the
2 supervisor's judgment, it is felt that to allow the employee to use such time will
3 require the City to pay other employees at the overtime rate or accumulate TILO
4 time. This accumulation and usage will be reported to the payroll department by
5 appropriate coding on the bi-weekly time cards. TILO time balances will be reported
6 to the employees on the paycheck stubs in the same manner as vacation and sick
7 leave hours are reported. If an employee accumulates and uses the same number
8 of TILO time hours within a pay period, records may not show on the paycheck stub.
9 No employee may have an accumulated balance of TILO time exceeding two
10 hundred (200) hours at the end of any pay period. Employees may not have a
11 deficit TILO time balance. Employees shall be paid for any TILO time in excess of
12 two hundred (200) hours. At the time of separation from City employment,
13 employees will be compensated for any accumulated and unused TILO time at a
14 straight time salary rate.

15

1 **ARTICLE 25 - LEAVE WITHOUT PAY AND SPECIAL LEAVE**

2 A. **Maternity/Paternity/Adoption Leave**

3 Employees shall be entitled to leave without pay for up to a maximum
4 of six (6) months for purposes of childbearing and/or for caring for newly born or
5 newly adopted children. Additional maternity/paternity or adoption leave or use of
6 maternity/paternity or adoption leave not expressly set forth herein may be awarded
7 only upon written authorization of the City Manager. Employees may use accrued
8 sick leave for maternity/paternity or adoption purposes, provided such sick leave
9 meets all the requirements set forth in this Agreement.

10 B. **Military Leave**

11 Whenever a non-temporary employee enters the Armed Forces of the
12 United States, whether voluntarily or involuntarily, the following shall apply:

13 1. The employee shall be granted military leave without pay for the
14 duration of the employee's active service.

15 2. Any employees so granted military leave, who are later
16 honorably discharged or discharged as a result of disability from the Armed
17 Forces shall be restored to their former classification or to a like classification.
18 To qualify for such restoration, the employees must make application for
19 reinstatement within ninety (90) calendar days of discharge. Such restoration
20 is further dependent upon the City's circumstances having not changed in
21 such a manner as to make such reinstatement impossible or unreasonable,
22 and upon determination by the City Manager that the employee is able to
23 perform the duties and responsibilities of the position.

1 3. Any employees so restored shall be granted accrued seniority,
2 benefits, or other compensation in accordance with the applicable Federal law.

3 4. Persons who are employed to fill positions vacated as a result of
4 the employee being placed on military leave shall be so notified at the time of
5 their appointment. Such appointments may be made on a temporary basis if
6 the employee is on military leave for a period of less than one year. Any
7 persons employed on a non-temporary basis in positions vacated as a result
8 of military leave may be subject to reassignment, transfer, reduction in grade,
9 or termination upon reinstatement of the returning employee. Any such
10 reassignment, transfer, reduction in grade, or termination shall be done in
11 accordance with reduction in force procedures specified in this Agreement.

12 5. Any employee holding reserve status in any of the regular
13 branches of the Armed Forces of the United States or the Nevada National
14 Guard who is obligated or ordered to serve on training duty shall be granted
15 military leave for a period not to exceed fifteen (15) calendar days in any one
16 calendar year. Compensation during such leave shall be the normal gross
17 salary that the employee receives from the City, excluding overtime. The
18 employee shall be entitled to retain any Armed Services pay earned during the
19 training duty. Employees are required to furnish copies of all orders directing
20 training, along with their request for time off. Employees who are excused from
21 work are required to report back to their Fire Department duty station upon
22 completion of the Military Training Session.

23 6. When an employee is ordered to report for a pre-induction
24 physical, time spent up to three (3) days shall be considered an emergency

1 military leave and shall be granted with pay upon presentation of such orders
2 to the employee's immediate supervisor.

3 C. Court Witness or Jury Duty Leave

4 Employees called to serve on jury duty or subpoenaed to appear as a
5 witness in a court proceeding shall receive their regular City pay, less any jury or
6 witness pay. Those persons who are called as witnesses, or who are called but not
7 selected to serve on a jury, or who complete the day's jury duty prior to the end of
8 their normal shift shall report back to work when excused by the court or tribunal.
9 Those employees in the Communication section assigned to the graveyard shift shall
10 be relieved of duty the shift prior to reporting for jury duty. This section shall not apply
11 to persons whose appearance in court is the result of their status as defendants in a
12 criminal proceeding or to persons called or appearing as a party in civil proceedings
13 unrelated to City business.

14 D. Leave Without Pay

15 Leave without pay may be granted to employees for purposes normally
16 covered by sick or annual leave when such leave has been exhausted, or for other
17 justifiable reasons, including education at an accredited college, university or
18 specialized vocational or trade school.

19 1. Except for military leave and leave without pay resulting from
20 job-related illness or injury, periods of leave without pay in excess of thirty (30)
21 days shall not be credited for purposes of completion of probation, merit
22 increases, seniority, or longevity. The employee's service date shall be
23 adjusted to reflect the actual time the employee was actively working for the
24 City of Las Vegas.

1 2. Continuous leave without pay for periods in excess of thirty (30)
2 days must be approved by the employee's Department Director and the City
3 Manager.

4 3. Continuous leave without pay for periods in excess of thirty (30)
5 days which are necessitated by job-related illness or injury shall be credited for
6 purposes of annual or sick leave, seniority, and longevity, and may be credited
7 for purposes of completion of probation and/or salary increases upon
8 recommendation of the employee's Department Director and approval of the
9 Director of Human Resources Department and the City Manager.

10 E. Application and Examination Leave

11 An employee may be permitted reasonable time off with pay during
12 his/her shift to make an application and/or take an examination for promotional or
13 transfer opportunities within the City, when it is not possible or practical to do so
14 during non-working time. All such absences shall be scheduled with the employee's
15 supervisor.

16 F. Blood Donor Leave

17 Employees may be granted reasonable time off during their work shift
18 for the purpose of donating blood when participating in a City authorized and/or
19 sponsored blood donation drive or special need. All such absences shall be
20 scheduled with the employee's supervisor. In no event shall an employee be eligible
21 for overtime as a result of donating blood.

22 G. Catastrophic Leave

23 1. When an employee suffers a catastrophic illness or injury, and
24 the eligible employee has exhausted all accrued sick leave as a result of the

1 illness/injury, then the employee may file a request for donations of Birthday
2 Holiday, sick leave and/or annual leave with the Union.

3 2. The request must be accompanied by:

4 a. A medical statement from the attending physician,
5 explaining the nature of the illness/injury, and an
6 estimated amount of time the employee will be unable to
7 work.

8 b. Evidence of approval of leave from the Fire Chief or his
9 designee.

10 3. A committee appointed by the President of the Union will review
11 the request to verify the employee's eligibility to receive leave donations.

12 4. The Union will conduct the solicitation of donations and will be
13 limited to an information-only solicitation. Solicitations will be conducted for a
14 three-week (3) period of time and all donations will be submitted to the Union
15 on a form provided by the Union.

16 5. The minimum donation is twelve (12) hours per donation
17 request. The donating employee must have a balance of at least forty (40)
18 hours after the donation. Donations can be made from the donor's annual
19 leave, sick leave, or Birthday Holiday. Sick leave donations will only be
20 allowed from the employee's compensable hours. Compensable hours would
21 be those that the employee would receive cash payment for upon separation
22 from City employment. Employees with less than five (5) years of service are
23 not eligible to donate sick leave. Employees with more than five (5) years of
24 service but less than twenty (20) years of service will have fifty percent (50%)

1 of their non-surplus sick leave donation credited to catastrophic leave and the
2 remaining fifty percent (50%) will be credited to the employee's surplus bank
3 hours. Employees with more than twenty (20) years of service will have 100%
4 of their non-surplus sick leave donation credited to catastrophic leave.
5 Employees with a sick leave balance above their cap may donate accrued,
6 sellable hours as defined in Article 16 – Sick Leave.

7 6. The Union will forward donations to the Payroll Office, where the
8 donated time will be converted to dollars at the hourly rate of the donor. The
9 dollars will then be converted to sick leave at the hourly rate of the recipient.
10 The time donated will be forwarded by the Union on a first in first out basis and
11 will, as closely as possible, match the estimated time requested by the
12 physician. If any donated sick leave hours remain at the end of the
13 catastrophic leave, they will remain as the recipient's.

14 7. Eligible employees:

- 15 a. The Catastrophic Leave Program is available to all
16 employees covered in this Agreement.
- 17 b. Employees must be off probation and/or at least be
18 employed by the Fire Department for six (6) months prior
19 to becoming eligible for the Catastrophic Leave Program.
- 20 c. Employees must meet the following definition of
21 catastrophic illness/injury: "Catastrophic illness/injury is
22 an illness or accident that keeps an employee from
23 performing the duties of his/her job, (i.e., hospitalized or

1 homebound). The illness or accident cannot be a result of
2 an illegal act, nor can it be intentionally self-inflicted."

3 8. That the parties agree that should any problem or abusive
4 practice arise in the administration of this Paragraph, then the parties agree to
5 meet to facilitate the administration of the program or to eliminate any abusive
6 practices.

7

1 **ARTICLE 26 - POLYGRAPH EXAMINATIONS**

2 A. No member shall be compelled to submit to a polygraph examination
3 against his will.

4 B. No disciplinary action or other recrimination shall be taken against a
5 member for refusing to submit to a polygraph examination.

6 C. Testimony regarding whether an employee refused to submit to a
7 polygraph examination shall be confined to the fact that, "Las Vegas does not compel
8 fire safety personnel to submit to polygraph examinations."
9

1 **ARTICLE 27 - SAFETY AND HEALTH ADVISORY COMMITTEE**

2 A. The City agrees to establish a Departmental Safety and Health
3 Advisory Committee, comprised of not more than three (3) representatives by the City
4 and the Union each. The City shall submit to the Union and the Union to the City the
5 names of their respective representatives within thirty (30) days of the implementation
6 of this contract.

7 B. The Committee will meet a minimum of once every thirty (30) days for
8 the purpose of inspecting, investigating, and reviewing health and safety conditions
9 concerning bargaining unit employees.

10 C. The Committee, or any of its representatives, shall submit to the
11 Director of Fire Services and the Union President, reports concerning safety and
12 health conditions of the bargaining unit employees.

13 D. The Director of Fire Services shall correct any life or health hazard.

14

1 **ARTICLE 28 - EMERGENCY MEDICAL SERVICE COMPENSATION**

2

3 A. EMT/EMD Pay. Effective June 24, 2001, the Salary schedule will be
4 increased by five percent (5%) to compensate for the certifications identified below.
5 The City and the Union agree that all members of the Fire Combat Division, as well
6 as Fire Training Officers, Fire Investigator I's, Fire Investigators II's, and the EMS
7 Quality Improvement Coordinator will be required to obtain and maintain valid
8 Emergency Medical Technician (EMT) Certification. Current employees who are not
9 EMT certified within one year of the signing of this contract will have their
10 compensation reduced by five percent (5%).

11 All employees in the Communications Division will be required to maintain
12 valid Emergency Medical Dispatch (EMD) Certification.

13 B. All new members of the Combat Division of the Las Vegas Fire
14 Department will obtain Emergency Medical Technician (I) intermediate valid
15 certification from the accredited authority during and before completion of Fire Fighter
16 Trainee School. EMT (I) will be maintained for a minimum of five (5) years for those
17 hired after June 29, 1997.

18 C. Effective January 6, 2002, the City and the Union agree to pay a flat
19 rate of three thousand five hundred dollars (\$3,500.00) per year to be paid quarterly
20 to those Captains and Engineers who maintain certification as a Paramedic in Clark
21 County. The City of Las Vegas Fire and Rescue may utilize these employees as a
22 second Paramedic on the unit they are assigned to. It is possible to utilize the
23 Captain/Paramedic or Engineer/Paramedic as the sole Paramedic assigned to the
24 unit for a maximum of four (4) hours per shift.

1 Effective July 1, 2003, it would be possible to utilize the
2 Captain/Paramedic or Engineer/Paramedic as the sole Paramedic assigned to the
3 unit for a maximum of six (6) hours.

4 The Captain/Paramedic and Engineer/Paramedic will not be assigned
5 together as the Paramedics to be utilized as an advanced life support unit.

6

1 **ARTICLE 29 - HAZARDOUS MATERIALS TECHNICIAN,**

2 **TECHNICAL RESCUE TEAM INCENTIVE PAY**

3 A. The City and the Union agree that members of the Fire Combat
4 Division who have obtained and maintain valid certification from the authority having
5 jurisdiction, for Hazardous Materials Technician, and Technical Rescue Team and
6 that are assigned to the stations designated as the Hazardous Materials Response
7 Team, and/or Technical Rescue Team shall be paid incentive pay. Hazardous
8 Materials Technician incentive pay and Technical Rescue Team incentive pay will be
9 five percent (5%) of the member's present salary.

10 B. If any member allows their valid certification to lapse, he/she
11 automatically forfeits his/her incentive pay.

12 C. Permanent assignment to the Hazardous Materials Station and/or the
13 Technical Rescue station shall be on a voluntary basis. If there are not sufficient
14 volunteers, then assignments will be made based on seniority.

15 D. All members who obtain and maintain certification as either a
16 Hazardous Material Technician or a Technical Rescue Technician and are not
17 permanently assigned to the designated Hazardous Material Team or Technical
18 Rescue Team shall receive five percent (5%) acting pay when temporarily assigned
19 to the respective station.

20 E. Certification training will be accomplished during normal duty hours.

21

1 **ARTICLE 30 - METHOD OF EMPLOYEE CLASSIFICATION**

2 A. The method used for determination of bargaining unit for classified
3 employees employed by the City of Las Vegas Fire Department shall be the method
4 described in NRS 288.170.

5 B. The Human Resources Department will notify the President of IAFF,
6 Local 1285, when a new classification is developed by the City and within the Las
7 Vegas Fire Department.

8 After bargaining unit determination is final and the bargaining unit is
9 within the Supervisory or Non-Supervisory bargaining unit represented by IAFF, Local
10 1285, such negotiations as required by NRS 288 shall commence between the City
11 and the Union. Bargaining unit determination and negotiations shall be finalized prior
12 to the City submitting the new classification to the Civil Service Board for approval.

13

1 **ARTICLE 31 - SAVINGS CLAUSE**

2 A. It is not the intent of either party hereto to violate any laws, rulings, or
3 regulations of any governmental authority or agency having jurisdiction of the subject
4 matter of this Agreement.

5 B. Should any provision of this Agreement be found to be in contravention
6 of any Federal or State law or by a court of competent jurisdiction, such particular
7 provision shall be null and void, but all other provisions of this Agreement shall
8 remain in full force and effect until otherwise canceled or amended.

9 C. Should any party fail to give notice to the other party that it desires to
10 commence negotiations with regard to the provision that was held or determined to
11 be illegal or void within twenty (20) days of said party having knowledge that a
12 provision was held or determined to be illegal or void, the party shall lose the right to
13 commence negotiations concerning the substance thereof.

14 D. This Agreement is the entire Agreement of the parties, terminating all
15 prior Agreements.

16

1 **ARTICLE 32 – STAFFING**

i, or 2 The Department will assign rovers as outlined below to assist in the
ject 3 management of the Department. Rovers will bid for platoon assignment. Effective
4 January 1, 2006 rovers assigned to each platoon will include one (1) Captain, one (1)
jon 5 Engineer, one (1) Firefighter/Paramedic and one (1) Firefighter. Effective June 26,
ilar 6 2011 the number of Rovers assigned to each platoon will equal 9% of the number of
vall 7 assigned unit positions for Captains, Engineers, Firefighter/Paramedics and
8 Firefighters assigned to each platoon. This percentage will be calculated on October
to 9 15th of every year and the number will remain as calculated until recalculated the
to 10 following year. The percentage of employees will be calculated using "true rounding"
a 11 less than one half (.49) will be rounded down to the next whole number, one half (.5)
o 12 and higher will be rounded up to the next whole number. The Department will bid and
13 assign all vacancies in accordance with the Rules and Regulations.

ll 14 The City and/or Union may re-open Article 32 for the contract year 2014-2015
15 and also for the contract year 2015-2016, in the manner provided in NRS Chapter
16 288, for the sole purpose of negotiating the roving percentage.

17

1 **ARTICLE 33 - ON CALL PAY**

2 All employees required to be on an "On Call" status shall be compensated with
3 a minimum of four (4) hours of pay for the periods they are to be on call. If they are
4 called out to work during this period, all agreements in Article 24 -- Work Day, Work
5 Week, Section C and D will apply.

6

1 **ARTICLE 34 - PHYSICAL EXAMINATIONS**

ith 2 A. All employees covered by this Agreement shall be required to take an
re 3 annual physical examination within thirty (30) days of the employees' birthday. If an
rk 4 employee refuses to take the examination he/she shall be relieved of duty without
5 pay until the examination is taken. If the employee is unable to take the examination
6 because he/she is using sick leave or workers' compensation benefits then the exam
7 must be taken within sixty (60) days of return to duty. Employees using annual leave
8 during the thirty (30) day period will have their thirty (30) day period extended. The
9 amount of days extended will equal the total number of days that span between the
10 first and last shift of annual leave used during the thirty (30) day period following the
11 employee's birthday.

12 B. Tests required during the annual physical exam would be, at a
13 minimum, those currently required by the National Fire Protection Association (NFPA)
14 Standard 1582 for Firefighters and are currently being performed by the City. The
15 Parties agree to meet and discuss any future revisions to NFPA Standard 1582.

16 C. This annual physical examination will be paid for by the City and
17 scheduled while the employee is off duty. Employees will receive compensation for
18 four (4) hours at time and one-half after completion of the required examination.

19

ARTICLE 35 - IAFF FINANCIAL CORPORATION 457 PLAN

Effective January 1, 2006 Members of Local 1285 shall be afforded the option of entering a retirement program governed by the Internal Revenue Code 457. A company with an established program shall administer the deferred compensation program. It is however understood the City will make available the IAFF Financial Corporation 457 Plan as either the sole option, or one of the options that bargaining unit members may participate in. Bargaining unit members will be entitled to transfer 457 plan assets to the plan of choice without penalty.

1 **ARTICLE 36 – PROMOTIONS / SELECTION PROCEDURE**

2 The parties agree that the following procedures will be followed when
3 developing promotional eligible lists and selecting applicants from those lists. These
4 procedures will affect promotional recruitment only.

5 1. The promotional eligible list will be arranged by score, from highest
6 score to lowest score. Employees will be notified of their final
7 score and their placement on the list.

8 2. The top five (5) or 25% (whichever is greater) scoring candidates
9 on an eligible list will be available to the department to fill vacant
10 positions. The 25% calculation will be rounded down rather than
11 up (25% of 15 would be rounded down to 3).

12 3. The promotional list will be arranged by score, from highest score
13 to lowest eligible score. Scores will be taken out to two decimal
14 places, or to the nearest hundredth (ex. 89.512 = 89.51, 79.346 =
15 79.35). Scores will not be rounded to the nearest whole number;
16 therefore, any score beneath 70.00 will be considered a failure.
17 Employees will be notified of their final score and their placement
18 on the list.

19 4. After a name as been removed from the list as a result of a
20 promotion or other reason, the next highest scoring applicant will
21 become eligible for selection.

22 5. In the case of tie scores, all names with the tie score will be
23 considered as one.

- 1 6. The City will provide 45 days notice of the testing date for
2 promotional recruitment. The 45 day notice will be given to the
3 Union President for dissemination to current Fire employees.
- 4 7. A list of study materials will be given to applicants by Human
5 Resources staff at time of application or upon request to Human
6 Resources.
- 7 8. City of Las Vegas executive Fire personnel may be utilized for the
8 oral board segment of the Battalion Chief and Captain Assessment
9 centers. The oral board will be considered a part of the
10 examination and will be scored. Raters for all other segments of
11 the assessment centers will not be from any local fire department.
12 A representative of Local 1285 will be allowed to observe the initial
13 training provided to oral board and assessment center members,
14 exclusive of any actual test materials discussion.
- 15
- 16 **The parties also agree that the 1992 Civil Service Rules will apply when not**
17 **covered by an item listed above in this Article or superseded by the Collective**
18 **Bargaining Agreement between IAFF Local 1285 and the City of Las Vegas.**
19 **The 1992 Civil Service Rules shall not be used in any disciplinary action**
20 **involving a Bargaining Unit member.**
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ARTICLE 37 - DURATION OF AGREEMENT

A. This Agreement shall become effective June 24, 2012 at 0001 hours and, subject only to any reopener specifically provided for in this Agreement, shall run in full force and effect until June 25, 2016, at 2400 hours.

B. This Agreement shall automatically be renewed from year to year thereafter unless either party shall have notified the other in writing of the Article and/or Section of that Article they wish to negotiate in accordance with the time limits and procedures established in NRS 288.

C. Amendment of any Article may be mutually agreed upon and shall become effective on the agreed upon date.

D. NRS 288 procedures for impasse shall apply.

August 20, 2013
DATE

CITY OF LAS VEGAS INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS, LOCAL 1285

BY: Elizabeth N. Fretwell BY: Scott Johnson
Elizabeth N. Fretwell, City Manager Scott Johnson, President

Attest: Beverly K. Bridges
CITY CLERK By: Beverly K. Bridges, MMC

Approved as to Form: Morgan Davis
By: Morgan Davis
Chief Deputy City Attorney

ATTACHMENT A

CITY OF LAS VEGAS NON-SUPERVISORY FIRE CLASSIFIED SALARY ASSIGNMENTS

<u>SALARY</u>	<u>GRADE</u>	<u>CLASSIFICATION</u>
11	F71	Fire Equipment Service Technician
12		Firefighter Trainee
14	F72	-0-
16	F73	Fire Prevention Inspector I (X)
17		Communications Specialist
18		Fire Equipment Mechanic I** (X)
20	F74	Fire Communications Technician I (X)
21		Firefighter
23	F75	Firefighter/Rescueman
24		Fire Equipment Mechanic II** (X)
26	F76	Fire Engineer
27		Fire Prevention Inspector II
28		Senior Communications Specialist
30	F77	Fire Investigator I (X)
31		Fire Communications Technician II (X)
32		Fire Equipment Mechanic III** (X)
33		Firefighter/EMT-(P)aramedic
35	F78	Chief Communications Specialist
36		Fire Communications Training Specialist
37		Fire Training Specialist
39	F79	Assistant Fire Protection Engineer
40		EMS Field Coordinator
41		Fire Captain
42		Fire Equipment Mechanic Foreman
43		Fire Investigator II (X)
44		Fire Prevention Inspection Supervisor
46	F80	Fire Training Officer
47		Public Fire Education Officer

1 F81

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6 F82

EMS Quality Improvement Coordinator
Communications Quality Improvement
Coordinator

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**Under normal conditions, Hydrant Repair duties shall be assigned by seniority on a
voluntary basis.

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ATTACHMENT B

City of Las Vegas
Human Resources

Salaries for Grades with Steps
for Fire Classified Early
Effective Date 21-JUL-2013

Date Printed: 17-JUL-13

	Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
FC 71						
Step 1	\$13.97	\$18.63	\$19.56	\$1,565.17	\$3,391.19	\$40,694.42
Step 1A	\$14.34	\$19.12	\$20.08	\$1,606.35	\$3,480.44	\$41,765.10
Step 2	\$14.71	\$19.61	\$20.59	\$1,647.54	\$3,569.68	\$42,836.04
Step 2A	\$15.08	\$20.10	\$21.11	\$1,688.73	\$3,658.92	\$43,906.98
Step 3	\$15.45	\$20.59	\$21.62	\$1,729.91	\$3,748.14	\$44,977.66
Step 3A	\$16.05	\$21.40	\$22.47	\$1,797.77	\$3,895.18	\$46,742.02
Step 4	\$16.66	\$22.21	\$23.32	\$1,865.63	\$4,042.20	\$48,506.38
Step 4A	\$17.12	\$22.83	\$23.97	\$1,917.61	\$4,154.82	\$49,857.86
Step 5	\$17.59	\$23.45	\$24.62	\$1,969.59	\$4,267.44	\$51,209.34
Step 5A	\$18.08	\$24.10	\$25.31	\$2,024.66	\$4,386.76	\$52,641.16
Step 6	\$18.57	\$24.76	\$26.00	\$2,079.73	\$4,506.08	\$54,072.98
Step 6A	\$19.09	\$25.45	\$26.73	\$2,138.13	\$4,632.61	\$55,591.38
Step 7	\$19.61	\$26.15	\$27.46	\$2,196.53	\$4,759.15	\$57,109.78
Step 7A	\$20.16	\$26.89	\$28.23	\$2,258.42	\$4,893.25	\$58,718.92
Step 8	\$20.72	\$27.62	\$29.00	\$2,320.30	\$5,027.33	\$60,327.80
Step 8A	\$21.21	\$28.27	\$29.69	\$2,374.98	\$5,145.78	\$61,749.48
Step 9	\$21.69	\$28.92	\$30.37	\$2,429.65	\$5,264.24	\$63,170.90
Step 9A	\$22.24	\$29.65	\$31.13	\$2,490.38	\$5,395.83	\$64,749.88
Step 10	\$22.78	\$30.37	\$31.89	\$2,551.12	\$5,527.42	\$66,329.12
FC 72						
Step 1	\$14.73	\$19.64	\$20.63	\$1,650.14	\$3,575.29	\$42,903.64
Step 1A	\$15.12	\$20.16	\$21.17	\$1,693.56	\$3,669.38	\$44,032.56
Step 2	\$15.51	\$20.68	\$21.71	\$1,736.98	\$3,763.46	\$45,161.48
Step 2A	\$15.90	\$21.20	\$22.26	\$1,780.41	\$3,857.56	\$46,290.66
Step 3	\$16.28	\$21.71	\$22.80	\$1,823.83	\$3,951.64	\$47,419.58
Step 3A	\$16.93	\$22.57	\$23.70	\$1,895.66	\$4,107.26	\$49,287.16
Step 4	\$17.57	\$23.42	\$24.59	\$1,967.47	\$4,262.86	\$51,154.22
Step 4A	\$18.06	\$24.08	\$25.28	\$2,022.52	\$4,382.13	\$52,585.52
Step 5	\$18.55	\$24.73	\$25.97	\$2,077.57	\$4,501.41	\$54,016.82
Step 5A	\$19.07	\$25.43	\$26.70	\$2,135.92	\$4,627.82	\$55,533.92
Step 6	\$19.59	\$26.12	\$27.43	\$2,194.26	\$4,754.22	\$57,050.76
Step 6A	\$20.14	\$26.86	\$28.20	\$2,256.10	\$4,888.21	\$58,658.60
Step 7	\$20.70	\$27.59	\$28.97	\$2,317.94	\$5,022.21	\$60,266.44
Step 7A	\$21.28	\$28.37	\$29.79	\$2,383.43	\$5,164.10	\$61,969.18
Step 8	\$21.87	\$29.15	\$30.61	\$2,448.92	\$5,305.98	\$63,671.92
Step 8A	\$22.38	\$29.84	\$31.34	\$2,506.82	\$5,431.44	\$65,177.32
Step 9	\$22.90	\$30.53	\$32.06	\$2,564.72	\$5,556.89	\$66,682.72
Step 9A	\$23.47	\$31.30	\$32.86	\$2,628.85	\$5,695.83	\$68,350.10
Step 10	\$24.04	\$32.06	\$33.66	\$2,692.96	\$5,834.75	\$70,016.96

City of Las Vegas
Human Resources

Salaries for Grades with Steps
for Fire Classified Early
Effective Date 21-JUL-2013

Date Printed: 17-JUL-13

	Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
FC 73						
Step 1	\$15.49	\$20.66	\$21.69	\$1,735.08	\$3,759.35	\$45,112.08
Step 1A	\$15.90	\$21.20	\$22.26	\$1,780.75	\$3,858.29	\$46,299.50
Step 2	\$16.31	\$21.74	\$22.83	\$1,826.41	\$3,957.21	\$47,486.66
Step 2A	\$16.71	\$22.29	\$23.40	\$1,872.06	\$4,056.14	\$48,673.56
Step 3	\$17.12	\$22.83	\$23.97	\$1,917.71	\$4,155.04	\$49,860.46
Step 3A	\$17.80	\$23.73	\$24.92	\$1,993.57	\$4,319.41	\$51,832.82
Step 4	\$18.48	\$24.64	\$25.87	\$2,069.44	\$4,483.78	\$53,805.44
Step 4A	\$19.00	\$25.33	\$26.59	\$2,127.53	\$4,609.64	\$55,315.78
Step 5	\$19.51	\$26.02	\$27.32	\$2,185.62	\$4,735.51	\$56,826.12
Step 5A	\$20.06	\$26.75	\$28.09	\$2,247.17	\$4,868.88	\$58,426.42
Step 6	\$20.61	\$27.48	\$28.86	\$2,308.72	\$5,002.22	\$60,026.72
Step 6A	\$21.20	\$28.26	\$29.67	\$2,374.00	\$5,143.66	\$61,724.00
Step 7	\$21.78	\$29.04	\$30.49	\$2,439.28	\$5,285.11	\$63,421.28
Step 7A	\$22.40	\$29.86	\$31.36	\$2,508.49	\$5,435.07	\$65,220.74
Step 8	\$23.02	\$30.69	\$32.22	\$2,577.70	\$5,585.01	\$67,020.20
Step 8A	\$23.56	\$31.41	\$32.99	\$2,638.81	\$5,717.42	\$68,609.06
Step 9	\$24.11	\$32.14	\$33.75	\$2,699.92	\$5,849.83	\$70,197.92
Step 9A	\$24.71	\$32.95	\$34.59	\$2,767.42	\$5,996.08	\$71,952.92
Step 10	\$25.31	\$33.75	\$35.44	\$2,834.92	\$6,142.32	\$73,707.92
FC 74						
Step 1	\$16.25	\$21.67	\$22.75	\$1,820.03	\$3,943.41	\$47,320.78
Step 1A	\$16.68	\$22.24	\$23.35	\$1,867.92	\$4,047.17	\$48,565.92
Step 2	\$17.11	\$22.81	\$23.95	\$1,915.82	\$4,150.95	\$49,811.32
Step 2A	\$17.53	\$23.38	\$24.55	\$1,963.70	\$4,254.69	\$51,056.20
Step 3	\$17.96	\$23.95	\$25.14	\$2,011.58	\$4,358.43	\$52,301.08
Step 3A	\$18.67	\$24.90	\$26.14	\$2,091.46	\$4,531.49	\$54,377.96
Step 4	\$19.39	\$25.85	\$27.14	\$2,171.33	\$4,704.55	\$56,454.58
Step 4A	\$19.93	\$26.58	\$27.91	\$2,232.45	\$4,836.98	\$58,043.70
Step 5	\$20.48	\$27.30	\$28.67	\$2,293.57	\$4,969.40	\$59,632.82
Step 5A	\$21.06	\$28.08	\$29.48	\$2,358.39	\$5,109.85	\$61,318.14
Step 6	\$21.64	\$28.85	\$30.29	\$2,423.21	\$5,250.30	\$63,003.46
Step 6A	\$22.25	\$29.67	\$31.15	\$2,491.94	\$5,399.20	\$64,790.44
Step 7	\$22.86	\$30.48	\$32.01	\$2,560.65	\$5,548.08	\$66,576.90
Step 7A	\$23.51	\$31.35	\$32.92	\$2,633.42	\$5,705.75	\$68,468.92
Step 8	\$24.16	\$32.22	\$33.83	\$2,706.19	\$5,863.40	\$70,360.94
Step 8A	\$24.74	\$32.98	\$34.63	\$2,770.52	\$6,002.80	\$72,033.52
Step 9	\$25.31	\$33.75	\$35.44	\$2,834.86	\$6,142.19	\$73,706.36
Step 9A	\$25.94	\$34.59	\$36.32	\$2,905.73	\$6,295.76	\$75,548.98
Step 10	\$26.58	\$35.44	\$37.21	\$2,976.61	\$6,449.32	\$77,391.86

City of Las Vegas
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	Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
FC 75						
Step 1	\$17.01	\$22.68	\$23.81	\$1,905.07	\$4,127.66	\$49,531.82
Step 1A	\$17.46	\$23.28	\$24.44	\$1,955.21	\$4,236.28	\$50,835.46
Step 2	\$17.90	\$23.87	\$25.07	\$2,005.34	\$4,344.90	\$52,138.84
Step 2A	\$18.35	\$24.47	\$25.69	\$2,055.46	\$4,453.51	\$53,441.96
Step 3	\$18.80	\$25.07	\$26.32	\$2,105.58	\$4,562.09	\$54,745.08
Step 3A	\$19.55	\$26.06	\$27.37	\$2,189.39	\$4,743.68	\$56,924.14
Step 4	\$20.30	\$27.06	\$28.42	\$2,273.20	\$4,925.27	\$59,103.20
Step 4A	\$20.87	\$27.83	\$29.22	\$2,337.43	\$5,064.43	\$60,773.18
Step 5	\$21.44	\$28.59	\$30.02	\$2,401.65	\$5,203.58	\$62,442.90
Step 5A	\$22.05	\$29.40	\$30.87	\$2,469.67	\$5,350.95	\$64,211.42
Step 6	\$22.66	\$30.21	\$31.72	\$2,537.68	\$5,498.31	\$65,979.68
Step 6A	\$23.30	\$31.07	\$32.62	\$2,609.84	\$5,654.65	\$67,855.84
Step 7	\$23.95	\$31.93	\$33.52	\$2,681.98	\$5,810.96	\$69,731.48
Step 7A	\$24.63	\$32.84	\$34.48	\$2,758.43	\$5,976.61	\$71,719.18
Step 8	\$25.31	\$33.75	\$35.44	\$2,834.88	\$6,142.23	\$73,706.88
Step 8A	\$25.91	\$34.55	\$36.28	\$2,902.42	\$6,288.58	\$75,462.92
Step 9	\$26.52	\$35.36	\$37.12	\$2,969.96	\$6,434.91	\$77,218.96
Step 9A	\$27.18	\$36.24	\$38.05	\$3,044.22	\$6,595.80	\$79,149.72
Step 10	\$27.84	\$37.12	\$38.98	\$3,118.47	\$6,756.68	\$81,080.22
FC 76						
Step 1	\$17.77	\$23.69	\$24.88	\$1,990.00	\$4,311.67	\$51,740.00
Step 1A	\$18.24	\$24.31	\$25.53	\$2,042.37	\$4,425.13	\$53,101.62
Step 2	\$18.70	\$24.94	\$26.18	\$2,094.74	\$4,538.60	\$54,463.24
Step 2A	\$19.17	\$25.56	\$26.84	\$2,147.12	\$4,652.08	\$55,825.12
Step 3	\$19.64	\$26.18	\$27.49	\$2,199.49	\$4,765.57	\$57,186.74
Step 3A	\$20.42	\$27.23	\$28.59	\$2,287.30	\$4,955.83	\$59,469.80
Step 4	\$21.21	\$28.28	\$29.69	\$2,375.11	\$5,146.06	\$61,752.86
Step 4A	\$21.81	\$29.08	\$30.53	\$2,442.34	\$5,291.74	\$63,500.84
Step 5	\$22.41	\$29.88	\$31.37	\$2,509.58	\$5,437.42	\$65,249.08
Step 5A	\$23.04	\$30.72	\$32.26	\$2,580.90	\$5,591.94	\$67,103.40
Step 6	\$23.68	\$31.57	\$33.15	\$2,652.20	\$5,746.44	\$68,957.20
Step 6A	\$24.36	\$32.47	\$34.10	\$2,727.80	\$5,910.23	\$70,922.80
Step 7	\$25.03	\$33.37	\$35.04	\$2,803.38	\$6,073.99	\$72,887.88
Step 7A	\$25.75	\$34.33	\$36.04	\$2,883.46	\$6,247.51	\$74,969.96
Step 8	\$26.46	\$35.28	\$37.04	\$2,963.55	\$6,421.02	\$77,052.30
Step 8A	\$27.09	\$36.12	\$37.93	\$3,034.30	\$6,574.33	\$78,891.80
Step 9	\$27.72	\$36.97	\$38.81	\$3,105.06	\$6,727.63	\$80,731.56
Step 9A	\$28.42	\$37.89	\$39.78	\$3,182.69	\$6,895.83	\$82,749.94
Step 10	\$29.11	\$38.81	\$40.75	\$3,260.31	\$7,064.01	\$84,768.06

City of Las Vegas
Human Resources

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		Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
	FC 77						
82	Step 1	\$18.53	\$24.70	\$25.94	\$2,074.94	\$4,495.71	\$53,948.44
46	Step 1A	\$19.01	\$25.35	\$26.62	\$2,129.54	\$4,614.01	\$55,368.04
84	Step 2	\$19.50	\$26.00	\$27.30	\$2,184.14	\$4,732.31	\$56,787.64
96	Step 2A	\$19.99	\$26.65	\$27.98	\$2,238.75	\$4,850.62	\$58,207.50
08	Step 3	\$20.48	\$27.30	\$28.67	\$2,293.35	\$4,968.92	\$59,627.10
14	Step 3A	\$21.30	\$28.40	\$29.81	\$2,385.20	\$5,167.93	\$62,015.20
20	Step 4	\$22.12	\$29.49	\$30.96	\$2,477.05	\$5,366.94	\$64,403.30
18	Step 4A	\$22.74	\$30.33	\$31.84	\$2,547.35	\$5,519.25	\$66,231.10
30	Step 5	\$23.37	\$31.16	\$32.72	\$2,617.64	\$5,671.55	\$68,058.64
12	Step 5A	\$24.04	\$32.05	\$33.65	\$2,692.18	\$5,833.07	\$69,996.68
38	Step 6	\$24.70	\$32.94	\$34.58	\$2,766.73	\$5,994.58	\$71,934.98
14	Step 6A	\$25.41	\$33.88	\$35.57	\$2,845.73	\$6,165.74	\$73,988.98
8	Step 7	\$26.11	\$34.82	\$36.56	\$2,924.72	\$6,336.90	\$76,042.72
8	Step 7A	\$26.86	\$35.81	\$37.61	\$3,008.44	\$6,518.30	\$78,219.44
8	Step 8	\$27.61	\$36.81	\$38.65	\$3,092.17	\$6,699.70	\$80,396.42
2	Step 8A	\$28.27	\$37.69	\$39.58	\$3,166.15	\$6,859.98	\$82,319.90
6	Step 9	\$28.93	\$38.57	\$40.50	\$3,240.12	\$7,020.27	\$84,243.12
2	Step 9A	\$29.65	\$39.54	\$41.51	\$3,321.13	\$7,195.79	\$86,349.38
2	Step 10	\$30.38	\$40.50	\$42.53	\$3,402.13	\$7,371.29	\$88,455.38
	FC 78						
	Step 1	\$19.29	\$25.71	\$27.00	\$2,159.99	\$4,679.98	\$56,159.74
	Step 1A	\$19.79	\$26.39	\$27.71	\$2,216.83	\$4,803.12	\$57,637.58
	Step 2	\$20.30	\$27.07	\$28.42	\$2,273.67	\$4,926.29	\$59,115.42
	Step 2A	\$20.81	\$27.74	\$29.13	\$2,330.53	\$5,049.47	\$60,593.78
	Step 3	\$21.32	\$28.42	\$29.84	\$2,387.37	\$5,172.64	\$62,071.62
	Step 3A	\$22.17	\$29.56	\$31.04	\$2,483.13	\$5,380.12	\$64,561.38
	Step 4	\$23.03	\$30.70	\$32.24	\$2,578.89	\$5,587.60	\$67,051.14
	Step 4A	\$23.68	\$31.57	\$33.15	\$2,652.28	\$5,746.61	\$68,959.28
	Step 5	\$24.34	\$32.45	\$34.07	\$2,725.67	\$5,905.62	\$70,867.42
	Step 5A	\$25.03	\$33.37	\$35.04	\$2,803.43	\$6,074.10	\$72,889.18
	Step 6	\$25.72	\$34.30	\$36.01	\$2,881.19	\$6,242.58	\$74,910.94
	Step 6A	\$26.46	\$35.28	\$37.05	\$2,963.64	\$6,421.21	\$77,054.64
	Step 7	\$27.20	\$36.26	\$38.08	\$3,046.07	\$6,599.82	\$79,197.82
	Step 7A	\$27.98	\$37.30	\$39.17	\$3,133.47	\$6,789.20	\$81,470.22
	Step 8	\$28.76	\$38.34	\$40.26	\$3,220.87	\$6,978.55	\$83,742.62
	Step 8A	\$29.45	\$39.26	\$41.23	\$3,298.08	\$7,145.83	\$85,750.08
	Step 9	\$30.14	\$40.18	\$42.19	\$3,375.29	\$7,313.12	\$87,757.54
	Step 9A	\$30.89	\$41.19	\$43.25	\$3,459.67	\$7,495.95	\$89,951.42
	Step 10	\$31.64	\$42.19	\$44.30	\$3,544.04	\$7,678.75	\$92,145.04

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	Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
FC 79						
Step 1	\$20.04	\$26.73	\$28.06	\$2,244.95	\$4,864.06	\$58,368.70
Step 1A	\$20.57	\$27.43	\$28.80	\$2,304.03	\$4,992.06	\$59,904.78
Step 2	\$21.10	\$28.13	\$29.54	\$2,363.11	\$5,120.07	\$61,440.86
Step 2A	\$21.63	\$28.84	\$30.28	\$2,422.20	\$5,248.09	\$62,977.20
Step 3	\$22.15	\$29.54	\$31.02	\$2,481.29	\$5,376.12	\$64,513.54
Step 3A	\$23.05	\$30.73	\$32.26	\$2,581.07	\$5,592.31	\$67,107.82
Step 4	\$23.94	\$31.91	\$33.51	\$2,680.84	\$5,808.50	\$69,701.84
Step 4A	\$24.62	\$32.82	\$34.47	\$2,757.27	\$5,974.08	\$71,689.02
Step 5	\$25.30	\$33.73	\$35.42	\$2,833.69	\$6,139.66	\$73,675.94
Step 5A	\$26.02	\$34.70	\$36.43	\$2,914.72	\$6,315.22	\$75,782.72
Step 6	\$26.75	\$35.66	\$37.45	\$2,995.74	\$6,490.77	\$77,889.24
Step 6A	\$27.51	\$36.69	\$38.52	\$3,081.62	\$6,676.83	\$80,122.12
Step 7	\$28.28	\$37.71	\$39.59	\$3,167.49	\$6,862.90	\$82,354.74
Step 7A	\$29.09	\$38.79	\$40.73	\$3,258.49	\$7,060.07	\$84,720.74
Step 8	\$29.91	\$39.87	\$41.87	\$3,349.49	\$7,257.22	\$87,086.74
Step 8A	\$30.62	\$40.83	\$42.87	\$3,429.90	\$7,431.45	\$89,177.40
Step 9	\$31.34	\$41.79	\$43.88	\$3,510.31	\$7,605.67	\$91,268.06
Step 9A	\$32.13	\$42.83	\$44.98	\$3,598.08	\$7,795.84	\$93,550.08
Step 10	\$32.91	\$43.88	\$46.07	\$3,685.84	\$7,985.99	\$95,831.84
FC 80						
Step 1	\$20.80	\$27.74	\$29.12	\$2,329.90	\$5,048.11	\$60,577.40
Step 1A	\$21.35	\$28.47	\$29.89	\$2,391.21	\$5,180.96	\$62,171.46
Step 2	\$21.90	\$29.20	\$30.66	\$2,452.53	\$5,313.80	\$63,765.78
Step 2A	\$22.44	\$29.93	\$31.42	\$2,513.83	\$5,446.63	\$65,359.58
Step 3	\$22.99	\$30.66	\$32.19	\$2,575.12	\$5,579.43	\$66,953.12
Step 3A	\$23.92	\$31.89	\$33.49	\$2,678.94	\$5,804.37	\$69,652.44
Step 4	\$24.85	\$33.13	\$34.78	\$2,782.75	\$6,029.29	\$72,351.50
Step 4A	\$25.56	\$34.07	\$35.78	\$2,862.21	\$6,201.46	\$74,417.46
Step 5	\$26.26	\$35.02	\$36.77	\$2,941.68	\$6,373.63	\$76,483.68
Step 5A	\$27.02	\$36.02	\$37.82	\$3,025.94	\$6,556.20	\$78,674.44
Step 6	\$27.77	\$37.03	\$38.88	\$3,110.20	\$6,738.76	\$80,865.20
Step 6A	\$28.57	\$38.09	\$39.99	\$3,199.52	\$6,932.28	\$83,187.52
Step 7	\$29.36	\$39.15	\$41.11	\$3,288.82	\$7,125.78	\$85,509.32
Step 7A	\$30.21	\$40.28	\$42.29	\$3,383.49	\$7,330.88	\$87,970.74
Step 8	\$31.05	\$41.41	\$43.48	\$3,478.14	\$7,535.97	\$90,431.64
Step 8A	\$31.80	\$42.40	\$44.52	\$3,561.74	\$7,717.11	\$92,605.24
Step 9	\$32.55	\$43.40	\$45.57	\$3,645.34	\$7,898.24	\$94,778.84
Step 9A	\$33.36	\$44.48	\$46.71	\$3,736.48	\$8,095.70	\$97,148.48
Step 10	\$34.18	\$45.57	\$47.85	\$3,827.61	\$8,293.15	\$99,517.86

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		Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
	FC 81						
8.70	Step 1	\$21.66	\$28.88	\$30.32	\$2,425.54	\$5,255.33	\$63,064.04
4.78	Step 1A	\$22.23	\$29.64	\$31.12	\$2,489.38	\$5,393.65	\$64,723.88
3.86	Step 2	\$22.80	\$30.40	\$31.92	\$2,553.20	\$5,531.94	\$66,383.20
7.20	Step 2A	\$23.37	\$31.16	\$32.71	\$2,617.03	\$5,670.23	\$68,042.78
3.54	Step 3	\$23.94	\$31.91	\$33.51	\$2,680.84	\$5,808.50	\$69,701.84
1.82	Step 3A	\$24.90	\$33.20	\$34.86	\$2,789.10	\$6,043.05	\$72,516.60
.84	Step 4	\$25.87	\$34.49	\$36.22	\$2,897.36	\$6,277.61	\$75,331.36
1.02	Step 4A	\$26.61	\$35.48	\$37.25	\$2,980.30	\$6,457.32	\$77,487.80
.94	Step 5	\$27.35	\$36.47	\$38.29	\$3,063.24	\$6,637.01	\$79,644.24
.72	Step 5A	\$28.13	\$37.51	\$39.39	\$3,151.11	\$6,827.40	\$81,928.86
.24	Step 6	\$28.92	\$38.56	\$40.49	\$3,238.97	\$7,017.76	\$84,213.22
.12	Step 6A	\$29.75	\$39.67	\$41.65	\$3,332.16	\$7,219.69	\$86,636.16
.74	Step 7	\$30.58	\$40.78	\$42.82	\$3,425.36	\$7,421.62	\$89,059.36
.74	Step 7A	\$31.47	\$41.95	\$44.05	\$3,524.15	\$7,635.66	\$91,627.90
.74	Step 8	\$32.35	\$43.13	\$45.29	\$3,622.93	\$7,849.69	\$94,196.18
.40	Step 8A	\$33.13	\$44.17	\$46.38	\$3,710.18	\$8,038.72	\$96,464.68
.06	Step 9	\$33.91	\$45.21	\$47.47	\$3,797.42	\$8,227.74	\$98,732.92
.38	Step 9A	\$34.75	\$46.34	\$48.65	\$3,892.36	\$8,433.45	\$101,201.36
.34	Step 10	\$35.60	\$47.47	\$49.84	\$3,987.30	\$8,639.16	\$103,669.80
	FC 82						
10	Step 1	\$22.32	\$29.76	\$31.25	\$2,499.87	\$5,416.38	\$64,996.62
16	Step 1A	\$22.91	\$30.54	\$32.07	\$2,565.66	\$5,558.93	\$66,707.16
8	Step 2	\$23.49	\$31.33	\$32.89	\$2,631.44	\$5,701.45	\$68,417.44
8	Step 2A	\$24.08	\$32.11	\$33.72	\$2,697.23	\$5,844.00	\$70,127.98
2	Step 3	\$24.67	\$32.89	\$34.54	\$2,763.01	\$5,986.52	\$71,838.26
4	Step 3A	\$25.67	\$34.22	\$35.93	\$2,874.77	\$6,228.66	\$74,744.02
0	Step 4	\$26.67	\$35.55	\$37.33	\$2,986.52	\$6,470.80	\$77,649.52
5	Step 4A	\$27.43	\$36.57	\$38.40	\$3,072.14	\$6,656.31	\$79,875.64
3	Step 5	\$28.19	\$37.59	\$39.47	\$3,157.75	\$6,841.79	\$82,101.50
1	Step 5A	\$29.00	\$38.67	\$40.61	\$3,248.49	\$7,038.40	\$84,460.74
0	Step 6	\$29.81	\$39.75	\$41.74	\$3,339.23	\$7,234.99	\$86,819.98
1	Step 6A	\$30.67	\$40.90	\$42.94	\$3,435.41	\$7,443.40	\$89,320.66
2	Step 7	\$31.53	\$42.04	\$44.14	\$3,531.59	\$7,651.78	\$91,821.34
3	Step 7A	\$32.44	\$43.26	\$45.42	\$3,633.55	\$7,872.68	\$94,472.30
4	Step 8	\$33.35	\$44.47	\$46.69	\$3,735.50	\$8,093.58	\$97,123.00
5	Step 8A	\$34.16	\$45.54	\$47.82	\$3,825.54	\$8,288.68	\$99,464.04
6	Step 9	\$34.96	\$46.61	\$48.94	\$3,915.59	\$8,483.78	\$101,805.34
7	Step 9A	\$35.83	\$47.78	\$50.17	\$4,013.48	\$8,695.88	\$104,350.48
8	Step 10	\$36.71	\$48.94	\$51.39	\$4,111.37	\$8,907.96	\$106,895.62

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FC 83						
Step 1	\$22.66	\$30.21	\$31.72	\$2,537.76	\$5,498.49	\$65,981.76
Step 1A	\$23.25	\$31.01	\$32.56	\$2,604.55	\$5,643.20	\$67,718.30
Step 2	\$23.85	\$31.80	\$33.39	\$2,671.33	\$5,787.88	\$69,454.58
Step 2A	\$24.45	\$32.60	\$34.23	\$2,738.13	\$5,932.61	\$71,191.38
Step 3	\$25.04	\$33.39	\$35.06	\$2,804.92	\$6,077.32	\$72,927.92
Step 3A	\$26.05	\$34.73	\$36.47	\$2,917.72	\$6,321.73	\$75,860.72
Step 4	\$27.06	\$36.08	\$37.88	\$3,030.52	\$6,566.14	\$78,793.52
Step 4A	\$27.83	\$37.11	\$38.96	\$3,116.91	\$6,753.30	\$81,039.66
Step 5	\$28.60	\$38.13	\$40.04	\$3,203.29	\$6,940.47	\$83,285.54
Step 5A	\$29.42	\$39.22	\$41.19	\$3,294.90	\$7,138.94	\$85,667.40
Step 6	\$30.24	\$40.32	\$42.33	\$3,386.49	\$7,337.39	\$88,048.74
Step 6A	\$31.10	\$41.47	\$43.54	\$3,483.56	\$7,547.72	\$90,572.56
Step 7	\$31.97	\$42.63	\$44.76	\$3,580.63	\$7,758.03	\$93,096.38
Step 7A	\$32.89	\$43.85	\$46.04	\$3,683.51	\$7,980.94	\$95,771.26
Step 8	\$33.81	\$45.08	\$47.33	\$3,786.39	\$8,203.85	\$98,446.14
Step 8A	\$34.62	\$46.16	\$48.47	\$3,877.40	\$8,401.04	\$100,812.40
Step 9	\$35.43	\$47.24	\$49.61	\$3,968.41	\$8,598.21	\$103,178.66
Step 9A	\$36.32	\$48.42	\$50.85	\$4,067.62	\$8,813.17	\$105,758.12
Step 10	\$37.20	\$49.60	\$52.09	\$4,166.82	\$9,028.10	\$108,337.32

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		Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
	FR 71						
981.76	Step 1	\$14.03	\$18.70	\$19.64	\$1,571.07	\$3,403.99	\$40,847.82
718.30	Step 1A	\$14.40	\$19.20	\$20.16	\$1,612.41	\$3,493.57	\$41,922.66
454.58	Step 2	\$14.77	\$19.69	\$20.67	\$1,653.76	\$3,583.14	\$42,997.76
191.38	Step 2A	\$15.13	\$20.18	\$21.19	\$1,695.10	\$3,672.71	\$44,072.60
127.92	Step 3	\$15.50	\$20.67	\$21.71	\$1,736.44	\$3,762.28	\$45,147.44
160.72	Step 3A	\$16.11	\$21.48	\$22.56	\$1,804.56	\$3,909.87	\$46,918.56
93.52	Step 4	\$16.72	\$22.29	\$23.41	\$1,872.67	\$4,057.46	\$48,689.42
139.66	Step 4A	\$17.19	\$22.91	\$24.06	\$1,924.86	\$4,170.52	\$50,046.36
85.54	Step 5	\$17.65	\$23.54	\$24.71	\$1,977.03	\$4,283.56	\$51,402.78
67.40	Step 5A	\$18.15	\$24.19	\$25.40	\$2,032.31	\$4,403.33	\$52,840.06
48.74	Step 6	\$18.64	\$24.85	\$26.09	\$2,087.58	\$4,523.09	\$54,277.08
72.56	Step 6A	\$19.16	\$25.55	\$26.83	\$2,146.20	\$4,650.09	\$55,801.20
96.38	Step 7	\$19.69	\$26.25	\$27.56	\$2,204.82	\$4,777.10	\$57,325.32
71.26	Step 7A	\$20.24	\$26.99	\$28.34	\$2,266.94	\$4,911.71	\$58,940.44
46.14	Step 8	\$20.80	\$27.73	\$29.11	\$2,329.06	\$5,046.30	\$60,555.56
12.40	Step 8A	\$21.29	\$28.38	\$29.80	\$2,383.94	\$5,165.21	\$61,982.44
78.66	Step 9	\$21.78	\$29.03	\$30.49	\$2,438.82	\$5,284.10	\$63,409.32
18.12	Step 9A	\$22.32	\$29.76	\$31.25	\$2,499.78	\$5,416.19	\$64,994.28
17.32	Step 10	\$22.86	\$30.49	\$32.01	\$2,560.74	\$5,548.28	\$66,579.24
	FR 72						
	Step 1	\$14.79	\$19.72	\$20.70	\$1,656.36	\$3,588.78	\$43,065.36
	Step 1A	\$15.18	\$20.24	\$21.25	\$1,699.95	\$3,683.22	\$44,198.70
	Step 2	\$15.57	\$20.76	\$21.79	\$1,743.53	\$3,777.66	\$45,331.78
	Step 2A	\$15.96	\$21.28	\$22.34	\$1,787.13	\$3,872.11	\$46,465.38
	Step 3	\$16.35	\$21.79	\$22.88	\$1,830.72	\$3,966.55	\$47,598.72
	Step 3A	\$16.99	\$22.65	\$23.79	\$1,902.81	\$4,122.75	\$49,473.06
	Step 4	\$17.63	\$23.51	\$24.69	\$1,974.90	\$4,278.95	\$51,347.40
	Step 4A	\$18.13	\$24.17	\$25.38	\$2,030.16	\$4,398.68	\$52,784.16
	Step 5	\$18.62	\$24.83	\$26.07	\$2,085.41	\$4,518.39	\$54,220.66
	Step 5A	\$19.14	\$25.52	\$26.80	\$2,143.97	\$4,645.27	\$55,743.22
	Step 6	\$19.67	\$26.22	\$27.53	\$2,202.53	\$4,772.15	\$57,265.78
	Step 6A	\$20.22	\$26.96	\$28.31	\$2,264.62	\$4,906.67	\$58,880.12
	Step 7	\$20.77	\$27.70	\$29.08	\$2,326.69	\$5,041.17	\$60,493.94
	Step 7A	\$21.36	\$28.48	\$29.91	\$2,392.43	\$5,183.59	\$62,203.18
	Step 8	\$21.95	\$29.26	\$30.73	\$2,458.15	\$5,325.99	\$63,911.90
	Step 8A	\$22.47	\$29.96	\$31.45	\$2,516.27	\$5,451.92	\$65,423.02
	Step 9	\$22.99	\$30.65	\$32.18	\$2,574.40	\$5,577.86	\$66,934.40
	Step 9A	\$23.56	\$31.41	\$32.98	\$2,638.77	\$5,717.33	\$68,608.02
	Step 10	\$24.14	\$32.18	\$33.79	\$2,703.13	\$5,856.78	\$70,281.38

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		Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
FR 73							
Step	1	\$15.55	\$20.73	\$21.77	\$1,741.64	\$3,773.54	\$45,282.64
Step	1A	\$15.96	\$21.28	\$22.34	\$1,787.47	\$3,872.85	\$46,474.22
Step	2	\$16.37	\$21.82	\$22.92	\$1,833.30	\$3,972.15	\$47,665.80
Step	2A	\$16.78	\$22.37	\$23.49	\$1,879.12	\$4,071.43	\$48,857.12
Step	3	\$17.19	\$22.92	\$24.06	\$1,924.94	\$4,170.71	\$50,048.44
Step	3A	\$17.87	\$23.82	\$25.01	\$2,001.10	\$4,335.72	\$52,028.60
Step	4	\$18.55	\$24.73	\$25.97	\$2,077.26	\$4,500.72	\$54,008.76
Step	4A	\$19.07	\$25.42	\$26.69	\$2,135.57	\$4,627.06	\$55,524.82
Step	5	\$19.59	\$26.12	\$27.42	\$2,193.87	\$4,753.38	\$57,040.62
Step	5A	\$20.14	\$26.85	\$28.20	\$2,255.65	\$4,887.23	\$58,646.90
Step	6	\$20.69	\$27.59	\$28.97	\$2,317.42	\$5,021.09	\$60,252.92
Step	6A	\$21.28	\$28.37	\$29.79	\$2,382.96	\$5,163.08	\$61,956.96
Step	7	\$21.86	\$29.15	\$30.61	\$2,448.48	\$5,305.05	\$63,660.48
Step	7A	\$22.48	\$29.98	\$31.47	\$2,517.95	\$5,455.56	\$65,466.70
Step	8	\$23.10	\$30.80	\$32.34	\$2,587.42	\$5,606.08	\$67,272.92
Step	8A	\$23.65	\$31.53	\$33.11	\$2,648.76	\$5,738.99	\$68,867.76
Step	9	\$24.20	\$32.26	\$33.88	\$2,710.10	\$5,871.89	\$70,462.60
Step	9A	\$24.80	\$33.07	\$34.72	\$2,777.86	\$6,018.70	\$72,224.36
Step	10	\$25.41	\$33.88	\$35.57	\$2,845.61	\$6,165.50	\$73,985.86
FR 74							
Step	1	\$16.31	\$21.75	\$22.84	\$1,826.90	\$3,958.29	\$47,499.40
Step	1A	\$16.74	\$22.32	\$23.44	\$1,874.98	\$4,062.45	\$48,749.48
Step	2	\$17.17	\$22.89	\$24.04	\$1,923.06	\$4,166.62	\$49,999.56
Step	2A	\$17.60	\$23.47	\$24.64	\$1,971.12	\$4,270.77	\$51,249.12
Step	3	\$18.03	\$24.04	\$25.24	\$2,019.18	\$4,374.90	\$52,498.68
Step	3A	\$18.74	\$24.99	\$26.24	\$2,099.35	\$4,548.60	\$54,583.10
Step	4	\$19.46	\$25.95	\$27.24	\$2,179.52	\$4,722.29	\$56,667.52
Step	4A	\$20.01	\$26.68	\$28.01	\$2,240.87	\$4,855.22	\$58,262.62
Step	5	\$20.56	\$27.41	\$28.78	\$2,302.22	\$4,988.15	\$59,857.72
Step	5A	\$21.14	\$28.18	\$29.59	\$2,367.29	\$5,129.13	\$61,549.54
Step	6	\$21.72	\$28.96	\$30.40	\$2,432.36	\$5,270.11	\$63,241.36
Step	6A	\$22.33	\$29.78	\$31.27	\$2,501.34	\$5,419.57	\$65,034.84
Step	7	\$22.95	\$30.60	\$32.13	\$2,570.31	\$5,569.01	\$66,828.06
Step	7A	\$23.60	\$31.47	\$33.04	\$2,643.36	\$5,727.27	\$68,727.36
Step	8	\$24.25	\$32.34	\$33.96	\$2,716.40	\$5,885.54	\$70,626.40
Step	8A	\$24.83	\$33.11	\$34.76	\$2,780.98	\$6,025.46	\$72,305.48
Step	9	\$25.41	\$33.88	\$35.57	\$2,845.55	\$6,165.37	\$73,984.30
Step	9A	\$26.04	\$34.72	\$36.46	\$2,916.70	\$6,319.52	\$75,834.20
Step	10	\$26.68	\$35.57	\$37.35	\$2,987.84	\$6,473.65	\$77,683.84

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		Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
34	FR 75						
12	Step 1	\$17.07	\$22.77	\$23.90	\$1,912.27	\$4,143.25	\$49,719.02
10	Step 1A	\$17.52	\$23.36	\$24.53	\$1,962.59	\$4,252.28	\$51,027.34
2	Step 2	\$17.97	\$23.96	\$25.16	\$2,012.91	\$4,361.31	\$52,335.66
4	Step 2A	\$18.42	\$24.56	\$25.79	\$2,063.23	\$4,470.32	\$53,643.98
40	Step 3	\$18.87	\$25.16	\$26.42	\$2,113.53	\$4,579.31	\$54,951.78
6	Step 3A	\$19.62	\$26.16	\$27.47	\$2,197.65	\$4,761.58	\$57,138.90
2	Step 4	\$20.37	\$27.16	\$28.52	\$2,281.78	\$4,943.85	\$59,326.28
2	Step 4A	\$20.95	\$27.93	\$29.33	\$2,346.25	\$5,083.54	\$61,002.50
0	Step 5	\$21.52	\$28.70	\$30.13	\$2,410.72	\$5,223.22	\$62,678.72
2	Step 5A	\$22.13	\$29.51	\$30.99	\$2,479.00	\$5,371.16	\$64,454.00
5	Step 6	\$22.74	\$30.32	\$31.84	\$2,547.26	\$5,519.07	\$66,228.76
8	Step 6A	\$23.39	\$31.19	\$32.75	\$2,619.68	\$5,675.98	\$68,111.68
0	Step 7	\$24.04	\$32.05	\$33.65	\$2,692.10	\$5,832.89	\$69,994.60
2	Step 7A	\$24.72	\$32.96	\$34.61	\$2,768.84	\$5,999.16	\$71,989.84
5	Step 8	\$25.41	\$33.88	\$35.57	\$2,845.57	\$6,165.41	\$73,984.82
8	Step 8A	\$26.01	\$34.68	\$36.42	\$2,913.37	\$6,312.31	\$75,747.62
0	Step 9	\$26.62	\$35.49	\$37.26	\$2,981.17	\$6,459.21	\$77,510.42
2	Step 9A	\$27.28	\$36.38	\$38.20	\$3,055.71	\$6,620.70	\$79,448.46
5	Step 10	\$27.95	\$37.26	\$39.13	\$3,130.23	\$6,782.17	\$81,385.98
8	FR 76						
0	Step 1	\$17.83	\$23.78	\$24.97	\$1,997.51	\$4,327.95	\$51,935.26
2	Step 1A	\$18.30	\$24.41	\$25.63	\$2,050.07	\$4,441.82	\$53,301.82
5	Step 2	\$18.77	\$25.03	\$26.28	\$2,102.64	\$4,555.72	\$54,668.64
8	Step 2A	\$19.24	\$25.66	\$26.94	\$2,155.22	\$4,669.64	\$56,035.72
0	Step 3	\$19.71	\$26.28	\$27.60	\$2,207.80	\$4,783.56	\$57,402.80
2	Step 3A	\$20.50	\$27.33	\$28.70	\$2,295.93	\$4,974.52	\$59,694.18
5	Step 4	\$21.29	\$28.38	\$29.80	\$2,384.07	\$5,165.49	\$61,985.82
8	Step 4A	\$21.89	\$29.19	\$30.64	\$2,451.56	\$5,311.72	\$63,740.56
0	Step 5	\$22.49	\$29.99	\$31.49	\$2,519.05	\$5,457.93	\$65,495.30
2	Step 5A	\$23.13	\$30.84	\$32.38	\$2,590.63	\$5,613.03	\$67,356.38
5	Step 6	\$23.77	\$31.69	\$33.28	\$2,662.21	\$5,768.13	\$69,217.46
8	Step 6A	\$24.45	\$32.60	\$34.23	\$2,738.09	\$5,932.53	\$71,190.34
0	Step 7	\$25.12	\$33.50	\$35.17	\$2,813.96	\$6,096.91	\$73,162.96
2	Step 7A	\$25.84	\$34.46	\$36.18	\$2,894.35	\$6,271.08	\$75,253.10
5	Step 8	\$26.56	\$35.41	\$37.18	\$2,974.72	\$6,445.24	\$77,342.72
8	Step 8A	\$27.19	\$36.26	\$38.07	\$3,045.75	\$6,599.13	\$79,189.50
0	Step 9	\$27.83	\$37.10	\$38.96	\$3,116.78	\$6,753.03	\$81,036.28
2	Step 9A	\$28.52	\$38.03	\$39.93	\$3,194.71	\$6,921.86	\$83,062.46
5	Step 10	\$29.22	\$38.96	\$40.91	\$3,272.62	\$7,090.68	\$85,088.12

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FR 77							
Step	1	\$18.60	\$24.79	\$26.03	\$2,082.77	\$4,512.67	\$54,152.02
Step	1A	\$19.09	\$25.45	\$26.72	\$2,137.57	\$4,631.41	\$55,576.82
Step	2	\$19.57	\$26.10	\$27.40	\$2,192.39	\$4,750.17	\$57,002.14
Step	2A	\$20.06	\$26.75	\$28.09	\$2,247.20	\$4,868.94	\$58,427.20
Step	3	\$20.55	\$27.40	\$28.78	\$2,302.01	\$4,987.68	\$59,852.26
Step	3A	\$21.38	\$28.50	\$29.93	\$2,394.21	\$5,187.45	\$62,249.46
Step	4	\$22.20	\$29.60	\$31.08	\$2,486.40	\$5,387.19	\$64,646.40
Step	4A	\$22.83	\$30.44	\$31.96	\$2,556.96	\$5,540.08	\$66,480.96
Step	5	\$23.46	\$31.28	\$32.84	\$2,627.52	\$5,692.96	\$68,315.52
Step	5A	\$24.13	\$32.17	\$33.78	\$2,702.34	\$5,855.08	\$70,260.84
Step	6	\$24.80	\$33.06	\$34.71	\$2,777.17	\$6,017.20	\$72,206.42
Step	6A	\$25.50	\$34.01	\$35.71	\$2,856.46	\$6,189.00	\$74,267.96
Step	7	\$26.21	\$34.95	\$36.70	\$2,935.76	\$6,360.81	\$76,329.76
Step	7A	\$26.96	\$35.95	\$37.75	\$3,019.80	\$6,542.90	\$78,514.80
Step	8	\$27.71	\$36.95	\$38.80	\$3,103.84	\$6,724.98	\$80,699.84
Step	8A	\$28.38	\$37.83	\$39.73	\$3,178.09	\$6,885.87	\$82,630.34
Step	9	\$29.04	\$38.72	\$40.65	\$3,252.35	\$7,046.76	\$84,561.10
Step	9A	\$29.76	\$39.69	\$41.67	\$3,333.66	\$7,222.94	\$86,675.16
Step	10	\$30.49	\$40.65	\$42.69	\$3,414.97	\$7,399.11	\$88,789.22
FR 78							
Step	1	\$19.36	\$25.81	\$27.10	\$2,168.14	\$4,697.65	\$56,371.64
Step	1A	\$19.87	\$26.49	\$27.81	\$2,225.19	\$4,821.25	\$57,854.94
Step	2	\$20.38	\$27.17	\$28.53	\$2,282.25	\$4,944.88	\$59,338.50
Step	2A	\$20.89	\$27.85	\$29.24	\$2,339.32	\$5,068.53	\$60,822.32
Step	3	\$21.40	\$28.53	\$29.95	\$2,396.38	\$5,192.16	\$62,305.88
Step	3A	\$22.25	\$29.67	\$31.16	\$2,492.51	\$5,400.43	\$64,805.26
Step	4	\$23.11	\$30.82	\$32.36	\$2,588.62	\$5,608.68	\$67,304.12
Step	4A	\$23.77	\$31.69	\$33.28	\$2,662.29	\$5,768.30	\$69,219.54
Step	5	\$24.43	\$32.57	\$34.20	\$2,735.96	\$5,927.90	\$71,134.96
Step	5A	\$25.13	\$33.50	\$35.18	\$2,814.01	\$6,097.02	\$73,164.26
Step	6	\$25.82	\$34.43	\$36.15	\$2,892.06	\$6,266.13	\$75,193.56
Step	6A	\$26.56	\$35.41	\$37.19	\$2,974.81	\$6,445.43	\$77,345.06
Step	7	\$27.30	\$36.40	\$38.22	\$3,057.57	\$6,624.73	\$79,496.82
Step	7A	\$28.08	\$37.44	\$39.32	\$3,145.30	\$6,814.81	\$81,777.80
Step	8	\$28.87	\$38.49	\$40.41	\$3,233.03	\$7,004.89	\$84,058.78
Step	8A	\$29.56	\$39.41	\$41.38	\$3,310.53	\$7,172.82	\$86,073.78
Step	9	\$30.25	\$40.33	\$42.35	\$3,388.03	\$7,340.73	\$88,088.78
Step	9A	\$31.01	\$41.34	\$43.41	\$3,472.73	\$7,524.25	\$90,290.98
Step	10	\$31.76	\$42.35	\$44.47	\$3,557.42	\$7,707.74	\$92,492.92

City of Las Vegas
Human Resources

Salaries for Grades with Steps
for Fire Classified Regular
Effective Date 21-JUL-2013

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		Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
02	FR 79						
82	Step 1	\$20.12	\$26.83	\$28.17	\$2,253.43	\$4,882.43	\$58,589.18
14	Step 1A	\$20.65	\$27.53	\$28.91	\$2,312.73	\$5,010.91	\$60,130.98
20	Step 2	\$21.18	\$28.24	\$29.65	\$2,372.03	\$5,139.40	\$61,672.78
26	Step 2A	\$21.71	\$28.94	\$30.39	\$2,431.34	\$5,267.91	\$63,214.84
16	Step 3	\$22.24	\$29.65	\$31.13	\$2,490.65	\$5,396.41	\$64,756.90
10	Step 3A	\$23.13	\$30.84	\$32.39	\$2,590.81	\$5,613.42	\$67,361.06
16	Step 4	\$24.03	\$32.04	\$33.64	\$2,690.97	\$5,830.43	\$69,965.22
12	Step 4A	\$24.71	\$32.95	\$34.60	\$2,767.68	\$5,996.64	\$71,959.68
14	Step 5	\$25.40	\$33.86	\$35.55	\$2,844.38	\$6,162.83	\$73,953.88
2	Step 5A	\$26.12	\$34.83	\$36.57	\$2,925.71	\$6,339.05	\$76,068.46
6	Step 6	\$26.85	\$35.80	\$37.59	\$3,007.04	\$6,515.26	\$78,183.04
6	Step 6A	\$27.62	\$36.82	\$38.67	\$3,093.24	\$6,702.03	\$80,424.24
0	Step 7	\$28.39	\$37.85	\$39.74	\$3,179.44	\$6,888.80	\$82,665.44
8	Step 7A	\$29.20	\$38.94	\$40.88	\$3,270.79	\$7,086.71	\$85,040.54
8	Step 8	\$30.02	\$40.03	\$42.03	\$3,362.13	\$7,284.61	\$87,415.38
5	Step 8A	\$30.74	\$40.99	\$43.04	\$3,442.84	\$7,459.49	\$89,513.84
5	Step 9	\$31.46	\$41.95	\$44.04	\$3,523.56	\$7,634.38	\$91,612.56
2	Step 9A	\$32.25	\$43.00	\$45.15	\$3,611.66	\$7,825.26	\$93,903.16
	Step 10	\$33.03	\$44.04	\$46.25	\$3,699.75	\$8,016.13	\$96,193.50
	FR 80						
	Step 1	\$20.88	\$27.84	\$29.23	\$2,338.69	\$5,067.15	\$60,805.94
	Step 1A	\$21.43	\$28.57	\$30.00	\$2,400.24	\$5,200.51	\$62,406.24
	Step 2	\$21.98	\$29.31	\$30.77	\$2,461.78	\$5,333.85	\$64,006.28
	Step 2A	\$22.53	\$30.04	\$31.54	\$2,523.31	\$5,467.17	\$65,606.06
	Step 3	\$23.08	\$30.77	\$32.31	\$2,584.84	\$5,600.48	\$67,205.84
	Step 3A	\$24.01	\$32.01	\$33.61	\$2,689.04	\$5,826.25	\$69,915.04
	Step 4	\$24.94	\$33.25	\$34.92	\$2,793.24	\$6,052.03	\$72,624.24
	Step 4A	\$25.65	\$34.20	\$35.91	\$2,873.02	\$6,224.87	\$74,698.52
	Step 5	\$26.36	\$35.15	\$36.91	\$2,952.78	\$6,397.68	\$76,772.28
	Step 5A	\$27.12	\$36.16	\$37.97	\$3,037.36	\$6,580.94	\$78,971.36
	Step 6	\$27.87	\$37.17	\$39.02	\$3,121.94	\$6,764.20	\$81,170.44
	Step 6A	\$28.67	\$38.23	\$40.14	\$3,211.59	\$6,958.44	\$83,501.34
	Step 7	\$29.48	\$39.30	\$41.27	\$3,301.23	\$7,152.67	\$85,831.98
	Step 7A	\$30.32	\$40.43	\$42.45	\$3,396.25	\$7,358.53	\$88,302.50
	Step 8	\$31.17	\$41.56	\$43.64	\$3,491.26	\$7,564.39	\$90,772.76
	Step 8A	\$31.92	\$42.56	\$44.69	\$3,575.18	\$7,746.23	\$92,954.68
	Step 9	\$32.67	\$43.56	\$45.74	\$3,659.10	\$7,928.05	\$95,136.60
	Step 9A	\$33.49	\$44.65	\$46.88	\$3,750.57	\$8,126.24	\$97,514.82
	Step 10	\$34.57	\$46.09	\$48.40	\$3,871.86	\$8,389.02	\$100,668.36

City of Las Vegas
Human Resources

Salaries for Grades with Steps
for First Classified Regular
Effective Date 21-JUL-2013

Date Printed: 17-JUL-13

		Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
FR 81							
Step	1	\$21.74	\$28.98	\$30.43	\$2,434.69	\$5,275.17	\$63,301.94
Step	1A	\$22.31	\$29.75	\$31.23	\$2,498.76	\$5,413.97	\$64,967.76
Step	2	\$22.88	\$30.51	\$32.04	\$2,562.83	\$5,552.80	\$66,633.58
Step	2A	\$23.45	\$31.27	\$32.84	\$2,626.90	\$5,691.63	\$68,299.40
Step	3	\$24.03	\$32.04	\$33.64	\$2,690.97	\$5,830.43	\$69,965.22
Step	3A	\$25.00	\$33.33	\$35.00	\$2,799.63	\$6,065.87	\$72,790.38
Step	4	\$25.97	\$34.62	\$36.35	\$2,908.29	\$6,301.29	\$75,615.54
Step	4A	\$26.71	\$35.61	\$37.39	\$2,991.55	\$6,481.68	\$77,780.30
Step	5	\$27.45	\$36.60	\$38.43	\$3,074.79	\$6,662.05	\$79,944.54
Step	5A	\$28.24	\$37.65	\$39.54	\$3,162.99	\$6,853.15	\$82,237.74
Step	6	\$29.03	\$38.70	\$40.64	\$3,251.19	\$7,044.24	\$84,530.94
Step	6A	\$29.86	\$39.82	\$41.81	\$3,344.74	\$7,246.94	\$86,963.24
Step	7	\$30.70	\$40.93	\$42.98	\$3,438.28	\$7,449.61	\$89,395.28
Step	7A	\$31.58	\$42.11	\$44.22	\$3,537.45	\$7,664.47	\$91,973.70
Step	8	\$32.47	\$43.29	\$45.46	\$3,636.60	\$7,879.31	\$94,551.60
Step	8A	\$33.25	\$44.34	\$46.55	\$3,724.18	\$8,069.05	\$96,828.68
Step	9	\$34.03	\$45.38	\$47.65	\$3,811.75	\$8,258.79	\$99,105.50
Step	9A	\$34.88	\$46.51	\$48.84	\$3,907.05	\$8,465.27	\$101,583.30
Step	10	\$35.74	\$47.65	\$50.03	\$4,002.35	\$8,671.76	\$104,061.10

City of Las Vegas Salaries for Grades with Steps Date Printed: 18-JUL-13
Human Resources for Fire Non Supv Early EEs on or Page: 1 of 4
after 01-Jul-2013
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	Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
FCB 71						
01.94 Step 1	\$14.34	\$19.12	\$20.08	\$1,606.35	\$3,480.43	\$41,765.10
67.76 Step 2	\$15.08	\$20.10	\$21.11	\$1,688.73	\$3,658.92	\$43,906.98
33.58 Step 3	\$16.05	\$21.40	\$22.47	\$1,797.77	\$3,895.17	\$46,742.02
39.40 Step 4	\$17.12	\$22.83	\$23.97	\$1,917.61	\$4,154.83	\$49,857.86
Step 5	\$18.08	\$24.10	\$25.31	\$2,024.66	\$4,386.76	\$52,641.16
55.22 Step 6	\$19.09	\$25.45	\$26.73	\$2,138.13	\$4,632.62	\$55,591.38
Step 7	\$20.16	\$26.89	\$28.23	\$2,258.42	\$4,893.24	\$58,718.92
10.38 Step 8	\$21.21	\$28.27	\$29.69	\$2,374.98	\$5,145.79	\$61,749.48
Step 9	\$22.24	\$29.65	\$31.13	\$2,490.38	\$5,395.81	\$64,749.88
5.54 Step 10	\$22.78	\$30.37	\$31.89	\$2,551.12	\$5,527.42	\$66,329.12
0.30 Step 11	\$23.46	\$31.28	\$32.85	\$2,627.65	\$5,693.24	\$68,318.90
FCB 72						
4.54 Step 1	\$15.12	\$20.16	\$21.17	\$1,693.56	\$3,669.37	\$44,032.56
7.74 Step 2	\$15.90	\$21.20	\$22.26	\$1,780.41	\$3,857.55	\$46,290.66
0.94 Step 3	\$16.93	\$22.57	\$23.70	\$1,895.66	\$4,107.26	\$49,287.16
3.24 Step 4	\$18.06	\$24.08	\$25.28	\$2,022.52	\$4,382.12	\$52,585.52
5.28 Step 5	\$19.07	\$25.43	\$26.70	\$2,135.92	\$4,627.83	\$55,533.92
1.70 Step 6	\$20.14	\$26.86	\$28.20	\$2,256.10	\$4,888.21	\$58,658.60
Step 7	\$21.28	\$28.37	\$29.79	\$2,383.43	\$5,164.10	\$61,969.18
.60 Step 8	\$22.38	\$29.84	\$31.34	\$2,506.82	\$5,431.45	\$65,177.32
1.68 Step 9	\$23.47	\$31.30	\$32.86	\$2,628.85	\$5,695.85	\$68,350.10
Step 10	\$24.04	\$32.06	\$33.66	\$2,692.96	\$5,834.75	\$70,016.96
50 Step 11	\$24.77	\$33.02	\$34.67	\$2,773.75	\$6,009.79	\$72,117.50
FCB 73						
.30 Step 1	\$15.90	\$21.20	\$22.26	\$1,780.76	\$3,858.31	\$46,299.76
.10 Step 2	\$16.71	\$22.29	\$23.40	\$1,872.06	\$4,056.14	\$48,673.56
Step 3	\$17.80	\$23.73	\$24.92	\$1,993.57	\$4,319.39	\$51,832.82
Step 4	\$19.00	\$25.33	\$26.59	\$2,127.53	\$4,609.65	\$55,315.78
Step 5	\$20.06	\$26.75	\$28.09	\$2,247.17	\$4,868.87	\$58,426.42
Step 6	\$21.20	\$28.26	\$29.68	\$2,374.00	\$5,143.68	\$61,724.00
Step 7	\$22.40	\$29.86	\$31.36	\$2,508.49	\$5,435.06	\$65,220.74
Step 8	\$23.56	\$31.41	\$32.99	\$2,638.81	\$5,717.42	\$68,609.06
Step 9	\$24.71	\$32.95	\$34.59	\$2,767.42	\$5,996.08	\$71,952.92
Step 10	\$25.31	\$33.75	\$35.44	\$2,834.92	\$6,142.33	\$73,707.92
Step 11	\$26.07	\$34.76	\$36.50	\$2,919.96	\$6,326.58	\$75,918.96
FCB 74						
Step 1	\$16.68	\$22.24	\$23.35	\$1,867.92	\$4,047.16	\$48,565.92
Step 2	\$17.53	\$23.38	\$24.55	\$1,963.70	\$4,254.68	\$51,056.20
Step 3	\$18.67	\$24.90	\$26.14	\$2,091.46	\$4,531.50	\$54,377.96
Step 4	\$19.93	\$26.58	\$27.91	\$2,232.45	\$4,836.98	\$58,043.70
Step 5	\$21.06	\$28.08	\$29.48	\$2,358.39	\$5,109.85	\$61,318.14
Step 6	\$22.25	\$29.67	\$31.15	\$2,491.94	\$5,399.20	\$64,790.44
Step 7	\$23.51	\$31.35	\$32.92	\$2,633.42	\$5,705.74	\$68,468.92
Step 8	\$24.74	\$32.98	\$34.63	\$2,770.52	\$6,002.80	\$72,033.52
Step 9	\$25.94	\$34.59	\$36.32	\$2,905.73	\$6,295.75	\$75,548.98
Step 10	\$26.58	\$35.44	\$37.21	\$2,976.61	\$6,449.31	\$77,391.86
Step 11	\$27.37	\$36.50	\$38.32	\$3,065.91	\$6,642.80	\$79,713.66

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	Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
Effective Date 21-JUL-2013						
FCB 75						
Step 1	\$17.46	\$23.28	\$24.44	\$1,955.21	\$4,236.29	\$50,835.46
Step 2	\$18.35	\$24.47	\$25.69	\$2,055.46	\$4,453.50	\$53,441.96
Step 3	\$19.55	\$26.06	\$27.37	\$2,189.39	\$4,743.68	\$56,924.14
Step 4	\$20.87	\$27.83	\$29.22	\$2,337.43	\$5,064.43	\$60,773.18
Step 5	\$22.05	\$29.40	\$30.87	\$2,469.67	\$5,350.95	\$64,211.42
Step 6	\$23.30	\$31.07	\$32.62	\$2,609.84	\$5,654.65	\$67,855.84
Step 7	\$24.63	\$32.84	\$34.48	\$2,758.42	\$5,976.58	\$71,718.92
Step 8	\$25.91	\$34.55	\$36.28	\$2,902.42	\$6,288.58	\$75,462.92
Step 9	\$27.18	\$36.24	\$38.05	\$3,044.22	\$6,595.81	\$79,149.72
Step 10	\$27.84	\$37.12	\$38.98	\$3,118.47	\$6,756.69	\$81,080.22
Step 11	\$28.68	\$38.24	\$40.15	\$3,212.02	\$6,959.38	\$83,512.52
FCB 76						
Step 1	\$18.24	\$24.31	\$25.53	\$2,042.37	\$4,425.14	\$53,101.62
Step 2	\$19.17	\$25.56	\$26.84	\$2,147.12	\$4,652.09	\$55,825.12
Step 3	\$20.42	\$27.23	\$28.59	\$2,287.30	\$4,955.82	\$59,469.80
Step 4	\$21.81	\$29.08	\$30.53	\$2,442.34	\$5,291.74	\$63,500.84
Step 5	\$23.04	\$30.72	\$32.26	\$2,580.90	\$5,591.94	\$67,103.40
Step 6	\$24.36	\$32.47	\$34.10	\$2,727.80	\$5,910.23	\$70,922.80
Step 7	\$25.75	\$34.33	\$36.04	\$2,883.46	\$6,247.49	\$74,969.96
Step 8	\$27.09	\$36.12	\$37.93	\$3,034.30	\$6,574.31	\$78,891.80
Step 9	\$28.42	\$37.89	\$39.78	\$3,182.69	\$6,895.83	\$82,749.94
Step 10	\$29.11	\$38.81	\$40.75	\$3,260.31	\$7,064.00	\$84,768.06
Step 11	\$29.98	\$39.98	\$41.98	\$3,358.12	\$7,275.93	\$87,311.12
FCB 77						
Step 1	\$19.01	\$25.35	\$26.62	\$2,129.54	\$4,614.01	\$55,368.04
Step 2	\$19.99	\$26.65	\$27.98	\$2,238.75	\$4,850.63	\$58,207.50
Step 3	\$21.30	\$28.40	\$29.82	\$2,385.20	\$5,167.93	\$62,015.20
Step 4	\$22.74	\$30.33	\$31.84	\$2,547.35	\$5,519.26	\$66,231.10
Step 5	\$24.04	\$32.05	\$33.65	\$2,692.18	\$5,833.06	\$69,996.68
Step 6	\$25.41	\$33.88	\$35.57	\$2,845.73	\$6,165.75	\$73,988.98
Step 7	\$26.86	\$35.81	\$37.61	\$3,008.44	\$6,518.29	\$78,219.44
Step 8	\$28.27	\$37.69	\$39.58	\$3,165.15	\$6,860.00	\$82,319.90
Step 9	\$29.65	\$39.54	\$41.51	\$3,321.13	\$7,195.78	\$86,349.38
Step 10	\$30.38	\$40.50	\$42.53	\$3,402.13	\$7,371.29	\$88,455.38
Step 11	\$31.29	\$41.72	\$43.80	\$3,504.20	\$7,592.43	\$91,109.20
FCB 78						
Step 1	\$19.79	\$26.39	\$27.71	\$2,216.83	\$4,803.12	\$57,637.58
Step 2	\$20.81	\$27.74	\$29.13	\$2,330.53	\$5,049.48	\$60,593.78
Step 3	\$22.17	\$29.56	\$31.04	\$2,483.13	\$5,380.12	\$64,561.38
Step 4	\$23.68	\$31.57	\$33.15	\$2,652.28	\$5,746.60	\$68,959.28
Step 5	\$25.03	\$33.37	\$35.04	\$2,803.43	\$6,074.10	\$72,889.18
Step 6	\$26.46	\$35.28	\$37.05	\$2,963.64	\$6,421.22	\$77,054.64
Step 7	\$27.98	\$37.30	\$39.17	\$3,133.47	\$6,789.19	\$81,470.22
Step 8	\$29.45	\$39.26	\$41.23	\$3,298.08	\$7,145.83	\$85,750.08
Step 9	\$30.89	\$41.19	\$43.25	\$3,459.67	\$7,495.95	\$89,951.42
Step 10	\$31.64	\$42.19	\$44.30	\$3,544.04	\$7,678.75	\$92,145.04
Step 11	\$32.59	\$43.46	\$45.63	\$3,650.36	\$7,909.11	\$94,909.36

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City of Las Vegas Salaries for Grades with Steps
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usually

	Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
135.46	FCB 79					
41.96	Step 1	\$20.57	\$27.43	\$28.80	\$2,304.03	\$4,992.06
24.14	Step 2	\$21.63	\$28.84	\$30.28	\$2,422.20	\$5,904.78
73.10	Step 3	\$23.05	\$30.73	\$32.26	\$2,581.07	\$6,977.20
11.42	Step 4	\$24.62	\$32.82	\$34.47	\$2,757.27	\$7,107.82
55.84	Step 5	\$26.02	\$34.70	\$36.43	\$2,914.72	\$7,689.02
18.92	Step 6	\$27.51	\$36.69	\$38.52	\$3,081.62	\$8,122.12
62.92	Step 7	\$29.09	\$38.79	\$40.73	\$3,258.49	\$8,720.74
49.72	Step 8	\$30.62	\$40.83	\$42.87	\$3,429.90	\$9,177.40
80.22	Step 9	\$32.13	\$42.83	\$44.98	\$3,598.08	\$9,550.08
12.52	Step 10	\$32.91	\$43.88	\$46.07	\$3,685.84	\$9,831.84
	Step 11	\$33.90	\$45.20	\$47.46	\$3,796.42	\$10,225.58
11.62	FCB 80					
15.12	Step 1	\$21.35	\$28.47	\$29.89	\$2,391.21	\$5,180.95
19.80	Step 2	\$22.44	\$29.93	\$31.42	\$2,513.83	\$6,546.63
10.84	Step 3	\$23.92	\$31.89	\$33.49	\$2,678.94	\$7,041.46
13.40	Step 4	\$25.56	\$34.07	\$35.78	\$2,862.21	\$7,652.44
2.80	Step 5	\$27.02	\$36.02	\$37.82	\$3,025.94	\$8,174.46
9.96	Step 6	\$28.57	\$38.09	\$39.99	\$3,199.52	\$8,556.20
1.80	Step 7	\$30.21	\$40.28	\$42.29	\$3,383.49	\$8,932.29
9.94	Step 8	\$31.80	\$42.40	\$44.52	\$3,561.74	\$9,330.90
8.06	Step 9	\$33.36	\$44.48	\$46.71	\$3,736.48	\$9,717.10
1.12	Step 10	\$34.18	\$45.57	\$47.85	\$3,827.61	\$10,095.70
	Step 11	\$35.20	\$46.93	\$49.28	\$3,942.44	\$10,293.16
3.04	FCB 81					
7.50	Step 1	\$22.23	\$29.64	\$31.12	\$2,489.38	\$5,393.66
1.20	Step 2	\$23.37	\$31.16	\$32.71	\$2,617.03	\$6,723.88
1.10	Step 3	\$24.90	\$33.20	\$34.86	\$2,789.10	\$7,670.23
1.68	Step 4	\$26.61	\$35.48	\$37.25	\$2,980.30	\$8,043.05
1.98	Step 5	\$28.13	\$37.51	\$39.39	\$3,151.11	\$8,457.32
1.44	Step 6	\$29.75	\$39.67	\$41.65	\$3,332.16	\$8,827.41
1.90	Step 7	\$31.47	\$41.95	\$44.05	\$3,524.15	\$9,219.68
1.38	Step 8	\$33.13	\$44.17	\$46.38	\$3,710.18	\$9,635.67
1.38	Step 9	\$34.75	\$46.34	\$48.65	\$3,892.36	\$10,038.73
1.20	Step 10	\$35.60	\$47.47	\$49.84	\$3,987.30	\$10,433.44
	Step 11	\$36.67	\$48.89	\$51.34	\$4,106.93	\$10,639.15
1.58	FCB 82					
1.78	Step 1	\$22.91	\$30.54	\$32.07	\$2,565.66	\$5,558.94
1.36	Step 2	\$24.08	\$32.11	\$33.72	\$2,697.23	\$6,707.16
1.26	Step 3	\$25.67	\$34.22	\$35.93	\$2,874.77	\$7,843.99
1.18	Step 4	\$27.43	\$36.57	\$38.40	\$3,072.14	\$8,228.67
1.64	Step 5	\$29.00	\$38.67	\$40.61	\$3,248.49	\$8,656.29
2.22	Step 6	\$30.67	\$40.90	\$42.94	\$3,435.41	\$9,038.40
1.08	Step 7	\$32.44	\$43.26	\$45.42	\$3,633.55	\$9,443.39
1.42	Step 8	\$34.16	\$45.54	\$47.82	\$3,825.54	\$9,872.69
1.04	Step 9	\$35.83	\$47.78	\$50.17	\$4,013.48	\$10,288.67
1.36	Step 10	\$36.71	\$48.94	\$51.39	\$4,111.37	\$10,695.88
	Step 11	\$37.81	\$50.41	\$52.93	\$4,234.71	\$10,907.98
						\$110,102.46

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	Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
FCS 83						
Step 1	\$23.25	\$31.01	\$32.56	\$2,604.55	\$5,643.19	\$67,718.30
Step 2	\$24.45	\$32.60	\$34.23	\$2,738.13	\$5,932.62	\$71,191.38
Step 3	\$26.05	\$34.73	\$36.47	\$2,917.72	\$6,321.72	\$75,860.72
Step 4	\$27.83	\$37.11	\$38.96	\$3,116.91	\$6,753.31	\$81,039.66
Step 5	\$29.42	\$39.22	\$41.19	\$3,294.90	\$7,138.94	\$85,667.40
Step 6	\$31.10	\$41.47	\$43.54	\$3,483.56	\$7,547.71	\$90,572.56
Step 7	\$32.89	\$43.85	\$46.04	\$3,683.51	\$7,980.94	\$95,771.26
Step 8	\$34.62	\$46.16	\$48.47	\$3,877.40	\$8,401.03	\$100,812.40
Step 9	\$36.32	\$48.42	\$50.85	\$4,067.62	\$8,813.17	\$105,758.12
Step 10	\$37.20	\$49.60	\$52.09	\$4,166.82	\$9,028.10	\$108,337.32
Step 11	\$38.32	\$51.09	\$53.65	\$4,291.83	\$9,298.95	\$111,587.58

City of Las Vegas Salaries for Grades with Steps Date Printed: 18-JUL-13
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		Effective Date 21-JUL-2013					
		Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
FRB 71							
30	Step 1	\$14.40	\$19.20	\$20.16	\$1,612.41	\$3,493.56	\$41,922.66
38	Step 2	\$15.13	\$20.18	\$21.19	\$1,695.10	\$3,672.71	\$44,072.60
72	Step 3	\$16.11	\$21.48	\$22.56	\$1,804.56	\$3,909.88	\$46,918.56
66	Step 4	\$17.19	\$22.92	\$24.06	\$1,924.86	\$4,170.53	\$50,046.36
40	Step 5	\$18.15	\$24.19	\$25.40	\$2,032.31	\$4,403.34	\$52,840.06
56	Step 6	\$19.16	\$25.55	\$26.83	\$2,146.20	\$4,650.10	\$55,801.20
26	Step 7	\$20.24	\$26.99	\$28.34	\$2,266.94	\$4,911.71	\$58,940.44
40	Step 8	\$21.29	\$28.38	\$29.80	\$2,383.94	\$5,165.20	\$61,982.44
12	Step 9	\$22.32	\$29.76	\$31.25	\$2,489.78	\$5,416.19	\$64,994.28
32	Step 10	\$22.86	\$30.49	\$32.01	\$2,560.74	\$5,548.28	\$66,579.24
58	Step 11	\$23.55	\$31.40	\$32.97	\$2,637.56	\$5,714.71	\$68,576.56
FRB 72							
	Step 1	\$15.18	\$20.24	\$21.25	\$1,699.95	\$3,683.22	\$44,198.70
	Step 2	\$15.96	\$21.28	\$22.34	\$1,787.13	\$3,872.11	\$46,465.38
	Step 3	\$16.99	\$22.65	\$23.79	\$1,902.81	\$4,122.76	\$49,473.06
	Step 4	\$18.13	\$24.17	\$25.38	\$2,030.16	\$4,398.69	\$52,784.16
	Step 5	\$19.14	\$25.52	\$26.80	\$2,143.97	\$4,645.27	\$55,743.22
	Step 6	\$20.22	\$26.96	\$28.31	\$2,264.62	\$4,906.68	\$58,880.12
	Step 7	\$21.36	\$28.48	\$29.91	\$2,392.43	\$5,183.60	\$62,203.18
	Step 8	\$22.47	\$29.96	\$31.45	\$2,516.27	\$5,451.93	\$65,423.02
	Step 9	\$23.56	\$31.41	\$32.98	\$2,638.77	\$5,717.33	\$68,608.02
	Step 10	\$24.14	\$32.18	\$33.79	\$2,703.13	\$5,856.77	\$70,281.38
	Step 11	\$24.86	\$33.15	\$34.80	\$2,784.22	\$6,032.47	\$72,389.72
FRB 73							
	Step 1	\$15.96	\$21.28	\$22.34	\$1,787.47	\$3,872.85	\$46,474.22
	Step 2	\$16.78	\$22.37	\$23.49	\$1,879.12	\$4,071.43	\$48,857.12
	Step 3	\$17.87	\$23.82	\$25.01	\$2,001.10	\$4,335.71	\$52,028.60
	Step 4	\$19.07	\$25.42	\$26.69	\$2,135.57	\$4,627.07	\$55,524.82
	Step 5	\$20.14	\$26.85	\$28.20	\$2,255.65	\$4,887.23	\$58,646.90
	Step 6	\$21.28	\$28.37	\$29.79	\$2,382.96	\$5,163.08	\$61,956.96
	Step 7	\$22.48	\$29.98	\$31.47	\$2,517.95	\$5,455.56	\$65,466.70
	Step 8	\$23.65	\$31.53	\$33.11	\$2,648.76	\$5,738.99	\$68,867.76
	Step 9	\$24.80	\$33.07	\$34.72	\$2,777.86	\$6,018.70	\$72,224.36
	Step 10	\$25.41	\$33.88	\$35.57	\$2,845.61	\$6,165.49	\$73,985.86
	Step 11	\$26.17	\$34.89	\$36.64	\$2,930.98	\$6,350.47	\$76,205.48
FRB 74							
	Step 1	\$16.74	\$22.32	\$23.44	\$1,874.98	\$4,062.46	\$48,749.48
	Step 2	\$17.60	\$23.47	\$24.64	\$1,971.12	\$4,270.76	\$51,249.12
	Step 3	\$18.74	\$24.99	\$26.24	\$2,099.35	\$4,548.60	\$54,583.10
	Step 4	\$20.01	\$26.68	\$28.01	\$2,240.87	\$4,855.23	\$58,262.62
	Step 5	\$21.14	\$28.18	\$29.59	\$2,367.29	\$5,129.12	\$61,549.54
	Step 6	\$22.33	\$29.78	\$31.27	\$2,501.34	\$5,419.58	\$65,034.84
	Step 7	\$23.60	\$31.47	\$33.04	\$2,643.36	\$5,727.28	\$68,727.36
	Step 8	\$24.83	\$33.11	\$34.76	\$2,780.98	\$6,025.46	\$72,305.48
	Step 9	\$26.04	\$34.72	\$36.46	\$2,916.70	\$6,319.51	\$75,834.20
	Step 10	\$26.68	\$35.57	\$37.35	\$2,987.84	\$6,473.65	\$77,683.84
	Step 11	\$27.48	\$36.64	\$38.47	\$3,077.47	\$6,667.86	\$80,014.22

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	Hourly 56	Hourly 42	Hourly 40	Biweekly	Monthly	Annually
Effective Date 21-JUL-2013						
FRB 75						
Step 1	\$17.52	\$23.36	\$24.53	\$1,962.59	\$4,252.28	\$51,027.34
Step 2	\$18.42	\$24.56	\$25.79	\$2,063.23	\$4,470.33	\$53,643.98
Step 3	\$19.62	\$26.16	\$27.47	\$2,197.65	\$4,761.58	\$57,138.90
Step 4	\$20.95	\$27.93	\$29.33	\$2,346.25	\$5,083.54	\$61,002.50
Step 5	\$22.13	\$29.51	\$30.99	\$2,479.00	\$5,371.17	\$64,454.00
Step 6	\$23.39	\$31.19	\$32.75	\$2,619.68	\$5,675.97	\$68,111.68
Step 7	\$24.72	\$32.96	\$34.61	\$2,768.84	\$5,999.16	\$71,989.84
Step 8	\$26.01	\$34.68	\$36.42	\$2,913.37	\$6,312.31	\$75,747.62
Step 9	\$27.28	\$36.38	\$38.20	\$3,055.71	\$6,620.71	\$79,448.46
Step 10	\$27.95	\$37.26	\$39.13	\$3,130.23	\$6,782.17	\$81,385.98
Step 11	\$28.79	\$38.38	\$40.30	\$3,224.14	\$6,985.64	\$83,827.64
FRB 76						
Step 1	\$18.30	\$24.41	\$25.63	\$2,050.07	\$4,441.82	\$53,301.82
Step 2	\$19.24	\$25.66	\$26.94	\$2,155.22	\$4,669.64	\$56,035.72
Step 3	\$20.50	\$27.33	\$28.70	\$2,295.93	\$4,974.51	\$59,694.18
Step 4	\$21.89	\$29.19	\$30.64	\$2,451.56	\$5,311.71	\$63,740.56
Step 5	\$23.13	\$30.84	\$32.38	\$2,590.63	\$5,613.04	\$67,356.38
Step 6	\$24.45	\$32.60	\$34.23	\$2,738.09	\$5,932.53	\$71,190.34
Step 7	\$25.84	\$34.46	\$36.18	\$2,894.35	\$6,271.10	\$75,253.10
Step 8	\$27.19	\$36.26	\$38.07	\$3,045.75	\$6,599.14	\$79,189.50
Step 9	\$28.52	\$38.03	\$39.93	\$3,194.71	\$6,921.87	\$83,062.46
Step 10	\$29.22	\$38.96	\$40.91	\$3,272.62	\$7,090.68	\$85,088.12
Step 11	\$30.10	\$40.13	\$42.13	\$3,370.79	\$7,303.38	\$87,640.54
FRB 77						
Step 1	\$19.09	\$25.45	\$26.72	\$2,137.57	\$4,631.40	\$55,576.82
Step 2	\$20.06	\$26.75	\$28.09	\$2,247.20	\$4,868.94	\$58,427.20
Step 3	\$21.38	\$28.50	\$29.93	\$2,394.21	\$5,187.45	\$62,249.46
Step 4	\$22.83	\$30.44	\$31.96	\$2,556.96	\$5,540.08	\$66,480.96
Step 5	\$24.13	\$32.17	\$33.78	\$2,702.34	\$5,855.08	\$70,260.84
Step 6	\$25.50	\$34.01	\$35.71	\$2,856.46	\$6,189.00	\$74,267.96
Step 7	\$26.96	\$35.95	\$37.75	\$3,019.80	\$6,542.90	\$78,514.80
Step 8	\$28.38	\$37.83	\$39.73	\$3,178.09	\$6,885.86	\$82,630.34
Step 9	\$29.76	\$39.69	\$41.67	\$3,333.66	\$7,222.92	\$86,675.16
Step 10	\$30.49	\$40.65	\$42.69	\$3,414.97	\$7,399.10	\$88,789.22
Step 11	\$31.41	\$41.87	\$43.97	\$3,517.42	\$7,621.08	\$91,452.92
FRB 78						
Step 1	\$19.87	\$26.49	\$27.81	\$2,225.19	\$4,821.25	\$57,854.94
Step 2	\$20.89	\$27.85	\$29.24	\$2,339.32	\$5,068.53	\$60,822.32
Step 3	\$22.25	\$29.67	\$31.16	\$2,492.51	\$5,400.45	\$64,805.26
Step 4	\$23.77	\$31.69	\$33.28	\$2,662.29	\$5,768.29	\$69,219.54
Step 5	\$25.13	\$33.50	\$35.18	\$2,814.01	\$6,097.02	\$73,164.26
Step 6	\$26.56	\$35.41	\$37.19	\$2,974.81	\$6,445.42	\$77,345.06
Step 7	\$28.08	\$37.44	\$39.32	\$3,145.30	\$6,814.82	\$81,777.80
Step 8	\$29.56	\$39.41	\$41.38	\$3,310.53	\$7,172.82	\$86,073.78
Step 9	\$31.01	\$41.34	\$43.41	\$3,472.73	\$7,524.25	\$90,290.98
Step 10	\$31.76	\$42.35	\$44.47	\$3,557.42	\$7,707.74	\$92,492.92
Step 11	\$32.72	\$43.62	\$45.80	\$3,664.14	\$7,938.97	\$95,267.64

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Hourly 56 Hourly 42 Hourly 40 Biweekly Monthly Annually

34	FRB 79						
98	Step 1	\$20.65	\$27.53	\$28.91	\$2,312.73	\$5,010.92	\$60,130.98
90	Step 2	\$21.71	\$28.94	\$30.39	\$2,431.34	\$5,267.91	\$63,214.84
50	Step 3	\$23.13	\$30.84	\$32.39	\$2,590.81	\$5,613.42	\$67,361.06
00	Step 4	\$24.71	\$32.95	\$34.60	\$2,767.68	\$5,996.64	\$71,959.68
68	Step 5	\$26.12	\$34.83	\$36.57	\$2,925.71	\$6,339.03	\$76,068.46
84	Step 6	\$27.62	\$36.82	\$38.67	\$3,093.24	\$6,702.01	\$80,424.24
62	Step 7	\$29.20	\$38.94	\$40.88	\$3,270.79	\$7,086.72	\$85,040.54
46	Step 8	\$30.74	\$40.99	\$43.04	\$3,442.84	\$7,459.49	\$89,513.84
98	Step 9	\$32.25	\$43.00	\$45.15	\$3,611.66	\$7,825.26	\$93,903.16
64	Step 10	\$33.03	\$44.04	\$46.25	\$3,699.75	\$8,016.13	\$96,193.50
	Step 11	\$34.02	\$45.37	\$47.63	\$3,810.75	\$8,256.62	\$99,079.50
82	FRB 80						
72	Step 1	\$21.43	\$28.57	\$30.00	\$2,400.24	\$5,200.51	\$62,406.24
18	Step 2	\$22.53	\$30.04	\$31.54	\$2,523.31	\$5,467.18	\$65,606.06
56	Step 3	\$24.01	\$32.01	\$33.61	\$2,689.04	\$5,826.25	\$69,915.04
38	Step 4	\$25.65	\$34.20	\$35.91	\$2,873.02	\$6,224.88	\$74,698.52
34	Step 5	\$27.12	\$36.16	\$37.97	\$3,037.36	\$6,580.95	\$78,971.36
10	Step 6	\$28.67	\$38.23	\$40.14	\$3,211.59	\$6,958.45	\$83,501.34
50	Step 7	\$30.32	\$40.43	\$42.45	\$3,396.25	\$7,358.54	\$88,302.50
46	Step 8	\$31.92	\$42.56	\$44.69	\$3,575.18	\$7,746.22	\$92,954.68
12	Step 9	\$33.49	\$44.65	\$46.88	\$3,750.57	\$8,126.24	\$97,514.82
54	Step 10	\$34.57	\$46.09	\$48.40	\$3,871.86	\$8,389.03	\$100,668.36
	Step 11	\$35.61	\$47.48	\$49.85	\$3,988.02	\$8,640.70	\$103,688.52
32	FRB 81						
20	Step 1	\$22.31	\$29.75	\$31.23	\$2,498.76	\$5,413.98	\$64,967.76
16	Step 2	\$23.45	\$31.27	\$32.84	\$2,626.90	\$5,691.62	\$68,299.40
16	Step 3	\$25.00	\$33.33	\$35.00	\$2,799.63	\$6,065.87	\$72,790.38
14	Step 4	\$26.71	\$35.61	\$37.39	\$2,991.55	\$6,481.70	\$77,780.30
16	Step 5	\$28.24	\$37.65	\$39.54	\$3,162.99	\$6,853.15	\$82,237.74
0	Step 6	\$29.86	\$39.82	\$41.81	\$3,344.74	\$7,246.95	\$86,963.24
4	Step 7	\$31.58	\$42.11	\$44.22	\$3,537.45	\$7,664.48	\$91,973.70
6	Step 8	\$33.25	\$44.34	\$46.55	\$3,724.18	\$8,069.06	\$96,828.68
2	Step 9	\$34.88	\$46.51	\$48.84	\$3,907.05	\$8,465.28	\$101,583.30
2	Step 10	\$35.74	\$47.65	\$50.03	\$4,002.35	\$8,671.76	\$104,061.10
	Step 11	\$36.81	\$49.08	\$51.53	\$4,122.42	\$8,931.91	\$107,182.92

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